

**NALGO  
INSURANCES**  
mean  
**SECURITY**  
see page 10

# PUBLIC SERVICE

**PROVIDE  
AGAINST  
SICKNESS  
THROUGH N.P.S.**

DECEMBER 1959

NATIONAL AND LOCAL GOVERNMENT OFFICERS ASSOCIATION

PRICE 3d.

Arbitration award "could provide basis for present and future pay"

## ELECTRICITY PAY TALKS GET ALL-CLEAR

### Claim now goes to committee

**"GO AWAY and talk this claim over between yourselves."**  
That is what the two sides of the electricity National Joint Council have been told by the special Tribunal set up to arbitrate on the staff side's claim for a salary review.

The Tribunal met in London on November 12. The importance of its verdict is that it opens the door to negotiation.

The staff side's original claim contended that—allowing for differences in salary structure, duties, and conditions of service—the pay of general clerks in the electricity supply industry should be similar to that of clerical officers in the civil service.

At present, the electricity general division runs from £205 to £590, with bar at £505.

#### Pay Research Unit

The civil service clerical officers' scale—for duties which the staff side concedes go beyond those of general clerks—goes from £275 to £765, with bar at £645. A scale to apply from July, 1957, was fixed at arbitration in February, 1959, in the light of the findings of the Civil Service Pay Research Unit, and there has since been a cost-of-living increase, in December, 1958.

#### Refusal to negotiate

The electricity staffs' claim was sent in last April. Ever since then, the boards' members on the N.J.C. have refused to negotiate on it.

"The present rates," they have maintained, "are fair and equitable."

The Tribunal's decision—set out in full below—said that a claim for a new general clerical scale should be considered at the next meeting of the N.J.C., and that "special weight" should be

given to the civil service comparison.

#### NALGO officer puts case

The staff side's case was presented before the Tribunal by Mr. L. G. Moser, NALGO's organising officer for electricity staffs.

Commenting on the decision, Mr. Moser said:

"We have no cause for dissatisfaction with the Tribunal's ruling. "Because negotiations will inevitably take time, a cash award might have been preferable.

"But, as against that, this can serve as a basis for consideration of salaries of administrative and clerical grades in the industry not only at present, but in the future.

"The factors listed by the Tribunal are very close indeed to those the staff side put forward when presenting the claim and has put forward on previous occasions—except that the special relevance of civil service rates did not arise in earlier claims because the Pay Research Unit did not then exist."

#### No time lost

Losing no time, the National Joint Council met only five days after the special tribunal, on November 17.

It then decided to refer the question to the negotiating committee.

The full text of the award is: "We are unable to give an affirmative answer to the claim as set out in our terms of reference, but we recommend that at the next meeting of the National Joint Council (administrative and clerical grades), consideration should be given to a claim for increased remuneration of general clerks in the electricity supply industry, and that such consideration should be based on evidence that should include a wide range of employments in comparable work, i.e. public services, and good employers outside the industry, and special weight should be given to the rates obtaining in the civil service having regard to the principles and method by which such civil service rates have been fixed, taking into account comparable duties and conditions of service."

No award was made on other grades, because it appeared to the tribunal that, if a general clerical scale could be agreed, there would be no special difficulty in dealing with the rest.

Full report on page 4

#### STOP PRESS

Increases of about 10 per cent for medical laboratory technicians has agreed in Health Service P. and T. "B" Whitley Council Details next month.

## GOODNESS!



Wide eyes and wide smiles from the kids as mum unpacks the Christmas hamper! You could see it in hundreds of homes this Christmas and know that you had helped to make it possible—if you support NALGO's Benevolent and Orphan Fund. This year, as in the past, the "B. and O." is looking after members and members' families who might otherwise be short of Christmas goodies. More than 700 hampers will take puddings and all the rest to homes recommended by district B. and O. sub-committees all over the country.

#### KNOLE LODGE

Knole Lodge, NALGO's Bournemouth convalescent home, will be closed for two weeks from December 22 to January 4 inclusive, reopening on January 5.

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See page 13



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## A FIGHTER FOR NALGO

### John Edwards dies

The sudden death at Strassbourg on November 23 of the Rt. Hon. John Edwards, P.C., M.P., is a severe loss to NALGO.

Mr. Edwards had been one of the Association's parliamentary consultants since 1952. He advised it and took part in many debates on behalf of its members—mostly on compensation, superannuation, and pensions increases.

He helped to organise its two biggest parliamentary fights of recent years—against the veto of a health service pay increase in 1957 and the abolition of compulsory arbitration in 1958.

His experience and wisdom were at the Association's daily call—arranging deputations to Ministers, making representations, protecting members.

## Welfare meeting this month

December 17 has now been fixed for the meeting at which representatives of NALGO and of the appropriate sectional and professional societies will discuss the recent Younghusband report on social workers in local authority health and welfare departments.

## Fair deal for hospital staff urged in Lords

**POOR PAY** in the hospital service was roundly condemned during a House of Lords debate on November 19.

The debate, "drawing attention to the problems of the hospital service," was introduced by Lord Stonham.

The service, he said, stood higher in public esteem than any other branch of welfare.

But the great achievements of the hospitals had been won by the people who worked in them in the face of relentless and blind opposition from the Treasury and the bureaucracy of the Ministry of Health.

"It is a disgraceful story of exploitation and parsimony," he added.

#### "Sweated labour"

In real terms, Britain was spending less on health today than before the war. In real terms, capital outlay on hospitals was only half the pre-war level.

How was it possible to spend less and to do so much more work?

In answer, Lord Stonham quoted a recent letter in *The Times*:

"It has been done by cheating. It has been done by relying on the traditions, the goodwill and devotion, and indeed the 'sweated labour,' of those who work in the National Health Service. This country is therefore still enjoying a first-class service on second-class payment."

#### "Shameful"

Lord Stonham appealed particularly for a fair deal for ancillary non-medical staff, including pharmacists, radiographers, physiotherapists, technicians, almoners, and hospital secretaries.

"We cannot continue to trade so shamefully as we are now doing on their devotion," he said. "The present shortage is serious enough,

but the small number of students in training is even worse. "How can it be otherwise, when the salary scales are so low and the prospects are so poor?"

As an example, he told the Lords that a fully trained radiographer earned at 21 less than many unskilled teenage labourers.

There should be a review of the salaries and conditions of the non-medical staffs, and—vitaly important—improvements in the negotiating machinery.

## Red book revised IN LINE WITH CHARTER

**LONG-SOUGHT** improvements to the conditions of service for "miscellaneous classes of officers" were agreed by the local government National Joint Council on October 28.

Separate conditions of service for these officers were first introduced in 1950, when the N.J.C. decided to remove the miscellaneous division from the Charter, and to establish a new scheme.

This—"the Red Book"—supplemented the main scheme, and covered those whose work was neither wholly clerical, nor wholly manual in character, but of a special nature.

Minor revisions only have been introduced from time to time since then.

The new changes, however, arise from a complete review undertaken following the third stage review of the Charter, and mean that the miscellaneous conditions have now been brought into line with those of the Charter.

The more important altera-

tions are summarised on page 15. All will be included in the forthcoming new edition of the Red Book.

A statement on the position of the "miscellaneous classes" in pay negotiations appears on page 2.

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## Local Government

# £50-£80 rises won for registration officers

by GEORGE NEWMAN, national organising officer

**IMPROVED** pay scales for registration officers were agreed by the National Joint Council on October 28.

The new scales—printed on page 15—mean rises of between £50 and £80 for superintendent registrars, additional superintendent registrars, deputy superintendent registrars, and registrars of births and deaths.

In recommending them to the Registrar General, the N.J.C. said it intends them to operate from November 1, 1959.

These recommendations result from pressure brought to bear by NALGO, through the staff side, since 1957.

## Back-dated amendments

In October of that year, following reconstruction of salary scales in the Charter, the special sub-committee for registration officers approved amendments to the salary scales, back-dated to September 1.

During the sub-committee discussions, staff side representatives said they would have to review the salary position in the light of these amendments. If necessary, they would have to come back to the question again.

The staff side made its review—and decided that, despite the 1957 improvements, the scales were not good enough.

So, in July, 1958, it put forward its own proposals. The employers' side said that these were not justified, since there had been no changes in circumstances to warrant a revision of the scales.

The two sides therefore agreed to adjourn the question, so that the staff side representatives could consider it further.

The staff side then had a number of meetings with representative interests in the registration service, and re-examined the situation in the light of the views that had been put forward in the registration officers' sub-committee. It remained convinced that registration officers' scales needed improving, and again

asked the N.J.C. to consider its proposals.

Most categories are covered by the rises recommended by the N.J.C. on November 28. But the employers were unwilling to recommend improvements in the current salary standards of additional registrars.

## "Special scales"

The salary scales for all registration officers—including the categories not covered by the present increases—will in future be expressed as "special scales," but will still be dealt with by the N.J.C. Clerical assistants in the registration service, however, will still be paid on the general division scale.

# Benefit ensured for additional duties

In future, officers called upon temporarily to undertake the duties of higher-graded posts—except because of illness or leave—will, where the provision applies, be sure to get extra pay.

That is the effect of another decision taken by the N.J.C. at the same meeting.

Previously, the Charter and "Red Book" provisions that

such an officer should get the minimum salary of the higher grade could fail, in certain circumstances, to bring him any benefit.

The N.J.C. therefore decided to amend the relevant paragraphs of both schemes, so that, if the minimum does not give extra payment, the next salary point of the higher grade will be applied.

# School meals supervisors get new gradings

School meals supervisors are to get more pay.

This was decided by the N.J.C. on October 28, with effect from November 1, 1959.

It follows a claim by the staff side of the grading sub-committee that, despite recent improvements to the miscellaneous scales, the grading of school meals supervisors should be revised so as to provide a more realistic appreciation of their contribution to the well-being of school children.

## Qualified staff

The new gradings of qualified officers are as follows:

Meals per day*	Misc. grade
500-750	II (£465-525)
751-1,500	III (£525-590)
1,501-2,000	IV (£590-650)
Above 2,000	At discretion

\* Capacity of establishment

Qualified staff formerly received a plussage of £30. That is now merged in the new gradings, and unqualified officers will be paid £30 less on the scale.

The old and new scales, with detailed assimilation provisions for qualified and unqualified staff, are on page 15.

# FACT-FINDING COMMITTEE ON LETTERED GRADES

Following an officers' side claim for salary increases for the designated chief officers and those other officers coming within the "lettered" grades, the Joint Negotiating Committee for Chief Officers (England and Wales) decided on November 10 to defer consideration pending a report by a fact-finding committee consisting of representatives of both sides, on which the Association will be represented.

## SCALE "A" anomaly

The Joint Committee also considered the position of officers on Scale "A," but no agreement was possible on any interim or temporary adjustment.

## New towns

by JOHN LANCASTER

# New training scheme

Fresh encouragement to take qualifications is given to staff of development corporations by the recently published "Scheme of Financial Assistance."

Operating from October 13, 1959, the scheme allows grants of 75 per cent for tuition fees and registration fees, and the full amount of entry fee for a first-attempt examination.

## Expenses paid

Three-quarters of the amount of travelling expenses for courses of study, for taking examinations, and for practical training conditional to entry for exams will also be paid.

The cost of text-books, up to £10, can be met if they are not available at public libraries.

Students must, however, pay their own premiums, professional society admission fees, call fees for bar examinations, and similar expenses.

## Two-year stay

And, says the scheme, an officer may be asked to undertake to stay with his employing authority for two years after qualifying, if he has had a grant and a suitable post is available.

# How 'miscellaneous' pay settlements are made

THE summarised report of the conclusions of the national service conditions sub-committee (local government) on the position, structure and use of the Miscellaneous Scheme, which appeared in the October *Public Service*, has brought some inquiry as to the significance of the paragraph which stated that "... in any salary claim ... there should be a settlement for the main grades first."

What the paragraph was intended to convey was that, in the negotiations on any general salary claim, it would normally be necessary on practical grounds to reach agreement on the basic salary scales in the three main divisions before settling the various special and other scales.

In any general salary negotiations, the staff representatives have first to reach some measure of agreement with the employers' representatives as to the factors which warrant changes in the salary scales. These are broad considerations which constitute the principles on which a settlement can be reached. These principles have then to be translated into effect in the various salary scales, and the first practical step is to work out the basis of agreement on the A.P.T. & C. grades.

## Relativities delay

Until the broad measure of revision has been decided for the general scales, it would not be possible to reach agreement on the scales applying to special groups of officers, because of the relativities involved.

This does not mean that officers in the various special scales—for instance, public health inspectors, engineers, etc., or the miscellaneous grades—suffer in any way, or that they

receive less consideration. The staff side naturally seek agreement on all the scales, including the special and miscellaneous scales, within the course of the same negotiations.

This procedure in general salary claims does not prevent consideration being given to the miscellaneous scales quite separately and directly when circumstances so warrant. It will be recalled that there were negotiations last year resulting in changes in the miscellaneous structure which were carried out quite independently of any other review of scales.

# Amendment to motor allowance

The questions of applying a scheme of allowances to officers using small cars, auto-cycles, motor-cycles, etc., and the extension of the Assisted Purchase Scheme, were discussed by the motor car allowances sub-committee on October 20, but have been deferred for 12 months.

Meanwhile, the N.J.C. has decided to amend the description of the first category of vehicles for which essential and casual user allowances are payable. To make it clear what class of vehicles is covered, the first category will in future relate to vehicles "exceeding 500 c.c. but not exceeding 10 h.p. or 1,199 c.c." instead of "not exceeding 10 h.p. or 1,199 c.c."

# WELFARE CLAIM IS DEFERRED

The N.J.C.'s grading sub-committee resumed consideration on October 10 of the staff side proposal on the grading of youth employment officers and social welfare and mental welfare officers.

In both instances, the employers' representatives said that, because of developments taking place in these fields, it would not be practicable at this stage for them to reach any conclusions. Consideration was therefore deferred.

# London valuation panels' staff win revision

It has now been agreed that the revised salary scales of general division officers employed by metropolitan borough councils should be applied to general and higher general division assistants in valuation panels in London.

As in the case of staffs of valuation panels in the rest of the country, the two divisions have been merged into the new general division.

The new scale, which applies to women only, is on page 15.

## ... and part-time clerks

Part-time clerks in local valuation panels are to receive improved salaries and fees, back-dated to April 1, 1958.

This follows recent representations made by NALGO to the Minister of Housing and Local Government.

Fees have been increased from £6 to £6 9s. for a full-day court, and from £3 to £3 4s. 6d. for a half-day court.

Details of the revised salary scales are given on page 15.



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## Health

# Engineers get salary award

by BEN SMITH, national organiser

HOSPITAL engineers will get rises ranging from £25 to £70 as the result of an arbitration award now published.

This is the verdict of the Industrial Court on the case presented at its hearing on October 16. The new scales are to take effect from September 1, 1959.

The percentage rises vary from 4.7 to 5.2 per cent.

The details are as follows—with column (1) showing the previous scales, (2) the staff side claim, and (3) the Industrial Court award:

	(1)	(2)	(3)
<b>Superintendent engineer</b>			
Min.	745	850	780
Max.	1,345	1,415	1,410
Higher max.	1,410	1,415	1,480
<b>Senior engineer</b>			
Min.	640	680	670
Max.	915	1,000	960
<b>Engineer in charge</b>			
Min.	625	700	655
Max.	795	865	835
<b>Assistant engineer</b>			
Min.	545	620	570
Max.	770	850	810

The resulting new minimum and maximum salaries for each of the existing points groups are to be determined between the staff side and the management side of the health service Professional and Technical "B" Whitley Council.

## Time limit

If the two sides fail to agree about this within two months of the date of the award, either side can report the failure to the Court, which will then hear the parties and decide between them.

The Court's award is made without prejudice to whether any—and, if so, what—alterations should be made to the points structure. This matter has not been discussed between the two sides, and therefore the

## Medical Science

### SIXPENNY START TO A CAREER

Has your son or daughter done well in scientific subjects at school? And is he or she trying to decide on a career?

If so, buy sixpennyworth of the latest booklet in the Central Youth Employment Executive's Choice of Careers series—*The Medical Laboratory Technician*, published recently by H.M. Stationery Office.

## Students' pay

Medical laboratory technology offers paid employment during the day to students willing to study in their spare time for qualifications leading to good pay and prospects. It's an essential part of the health service—in fact, the tests carried out by laboratory technicians are often the key to the diagnosis and treatment of many diseases.

The booklet outlines the techniques and methods involved in hospital and other medical laboratories and in the blood transfusion service, and describes the training and personal qualities required for the work.

K. S.

### Pay news soon for P.S.Ws?

Negotiations on the pay of psychiatric social workers are under way, and news is expected shortly.

## ALMONERS GET BIG PAY INCREASES

Increases of from £115 to £200 are the result of the revision of almoners' salaries agreed by the Professional and Technical Whitley Council "A."

Taking effect from November 1, 1959, the new scales are for qualified almoners only. They are set out on page 15.

The salaries of unqualified almoners are being reviewed in the light of this agreement.

## Praise for NALGO's negotiating team

After hearing a report that a final settlement has been reached on the vexed question of assimilation terms to the new salary scales for designated grades, and that negotiations are under way for staffs in the executive councils, Dental Estimates Boards, and joint pricing committees, the NALGO members of the staff side of the A. & C. Council expressed their warmest thanks to the NALGO negotiating team responsible for the work.

The staff side members, meeting on November 10, were anxious that all health service staffs in the Association should appreciate the part that the NALGO team had played in reaching the terms now agreed.

## A. & C. scales to be reviewed

NALGO's proposal that the staff side should ask for a revision of clerical, higher clerical, and general and senior administrative grades' salaries—reported in the November *Public Service*—was put to the management side of the A. & C. Council on November 11.

Presented on behalf of the staff side by Ben Smith, NALGO's national organising officer for health staffs, the claim included a great deal of detail on salary movements which have taken place in other fields since the present health service scales were fixed in 1958.

Present salaries, said Mr. Smith, were fixed on the principle of "fair comparison." The staff side considered that failure to give rises comparable to those in other fields would undo the work of Sir Noel Hall, and lead again to sub-standard salaries in the service.

After hearing the staff side's view, the management side concurred that there was a case requiring examination. It was then agreed by both sides that a committee of the Council should make the examination, and a meeting has been fixed for December 14.

## Dietitians get more pay from October 1

Rises ranging from £50 to £105 have been secured for therapeutic dietitians.

New scales agreed in the health service Professional and Technical "A" Whitley Council raise the basic maximum from £570 to £665 and the Chief II's maximum from £825 to £910, with corresponding increases for other dietitians.

The new scales take effect from October 1, 1959, and are set out on page 15.

The management side of the Council is considering claims for speech therapists and unqualified almoners.

## £79 MILLION DEFICIENCY ON N.H.S. PENSIONS

THE Government Actuary's report on the National Health Service Superannuation Scheme for the period from 1948 to 1955 reveals that the valuation balance sheet, as at 31st March, 1955, shows a deficiency of nearly £79.5m.

The report says various factors have contributed to the deficiency.

### Liabilities at outset

A considerable part is due to liabilities imposed upon the Scheme at its inception—for example, the arrangements under which transferred officers were allowed to opt to retain their rights under existing schemes, often involving the right to pay contributions at low rates; and the arrangement for entry into the Scheme of older persons paying only the standard rate of contribution.

This "initial deficiency" is estimated at £34m.

The main single factor contributing to the deficiency, however, and estimated to account for about half its total, was the increases in wages and salaries which had taken place from the start of the Scheme up to 1955.

Four methods of meeting deficiency are proposed:

(1) The initial deficiency will be liquidated by the Exchequer crediting the Superannuation Account with the sum of £34m.

(2) A minor contribution will be made by discontinuing the payment of interest on returned contributions in the case of voluntary withdrawal from the Scheme. This change, which will bring Health Service practice into line with that in the local government service, will reduce the deficiency by about £0.9m.

(3) An accounting adjustment will be made to meet the deficiency of £4.1m, arising from payments to practitioners who maintain individual policies.

(4) The remainder of the deficiency, estimated at £40.5m, will be met by payment of a special supplementary employer's contribution of 1½ per cent of salary with effect from 1st April, 1960. The aim is to liquidate the deficiency in about 20 years.

### Protecting staff

The second proposal has implications for existing staff. NALGO has therefore sought assurances from the Ministry of Health and the Department of Health for Scotland that they will be protected, and that the provision for discontinuing the payment of interest will apply only to new entrants from a future date yet to be fixed.

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# 'PAY AS OTHERS PAY'

## Electricity staff side's case before arbitration tribunal

DAVID BERLINER reports

**AS REPORTED** on page 1, the special Tribunal which gave its "talk-it-over" decision on the electricity staff side's salary-review claim met in London on November 12.

Presiding was Mr. G. G. Honeyman, Q.C., a member of the Independents Panel of the Industrial Court, and chairman of the Civil Service Arbitration Tribunal. The other members were Mr. H. D. Hughes, work-people's representative, and Mr. Norman Longley, employers' representative.

The staff side's case was put by Mr. L. G. Moser, NALGO's organiser for electricity staffs. The boards' members' side was represented by Mr. D. G. Dodds, industrial relations adviser to the Electricity Council.

### Civil Service pointer

The claim, which was first put forward to the electricity National Joint Council in May, maintained that the principle of "fair comparison with the current remuneration of outside staff employed on broadly comparable work" was no less applicable to the electricity supply industry than to the Civil Service, where it had been adopted as a result of the report of the Royal Commission in 1955.

It went on to contend that, since the scales for clerical assistants and clerical officers had recently been adjusted by an award of the Civil Service Arbitration Tribunal based on investigations made by the Pay Research Unit over a wide field of good employers, they provided a clear indication of current remuneration, which the N.J.C. could follow.

Making allowance for differences in duties—the staff side contending that general clerks came somewhere between clerical assistants and clerical officers—and for the differences in salary structure and conditions of service, the general clerical scales should be adjusted in the light of the new Civil Service scales.

The claim also asked that all other scales should be reviewed on the basis of internal relationships with whatever new general clerical scale was agreed.

Boards' members submitted a written answer on July 9, and this was discussed at a meeting of the N.J.C. on July 14.

### "Too soon" said employers

Their main objections were: That the claim came too soon after the previous pay rise—given in recognition of administrative and clerical staff's contribution to increased productivity.

That the new claim based on comparison with rates paid outside the industry, was incompatible with the previous one, based on comparison with other sections within the industry.

That the principle of fair comparison might be less applicable to trading corporations like electricity boards, because they must pass on additional costs to consumers—

who might use less electricity if it became too dear.

That present salary scales were sufficient to recruit "the quality of employees required to do the type of work to be performed."

That the work of the Civil Service Pay Research Unit was not intended to apply to other services and industries. If it resulted in higher pay outside the Civil Service, the unit would have to start again. In any case, the Civil Service scales were only part of "a larger design which had not changed."

### Deadlock

Boards' members considered the present rates in the industry were "fair and equitable." They said they could not accept the claim as a basis of negotiation.

The staff side therefore called for a special meeting, which was held two weeks later, and which ended in deadlock.

It was then decided to go to arbitration, and the two sides decided to seek the judgment of a Tribunal specially appointed for the purpose.

### STAFF SIDE'S CASE

#### "Don't discourage recruits"

The staff side's case was laid before the Tribunal in a 27-page statement prepared by Mr. Moser, who took nearly an hour to read and expand it. He pointed out that boards' members had admitted recruiting difficulties in the past, due to a "general shortage of clerical labour."

"If the efficiency of the industry is to be maintained and, indeed, further improved, it is especially important to ensure that, as more juniors of the right calibre become available for employment, they are not discouraged from entering the industry because the salaries and prospects it offers are below those that can be had elsewhere," Mr. Moser said.

If competitive salaries averted this, they might not in the long run prove an extra expense.

In any case, Mr. Moser continued, electricity prices had gone up far less than those of most other commodities, and the staff side could not tolerate a position in which the price was kept down at the expense of the administrative and clerical employees.

#### Boards range "too narrow"

Mr. Moser said the staff side agreed with the Royal Commission on the Civil Service that comparison should be made over a wide range of outside concerns, and with good employers. Boards' members had offered only a narrow range of comparison—nationalised industries, civil and health services, and local government.

He contended that, in the absence of direct information about remuneration over a representative field, use should be made of the guide provided by Civil Service scales.

Mr. Moser ended by comparing the supply industry's general clerical scale to the Civil Service scales for clerical officers and clerical assistants.

### BOARDS' REPLY

#### "Present rates favourable"

For the boards' members, Mr. Dodds said that present rates in electricity compared favourably with those in nationalised industries and public services.

The rates in these industries were national in application, he said, and were agreed through Whitley Council machinery. They were arrived at after com-

paring various duties within the industries, where agreed.

"They represent the assessments made by large undertakings, and cover a substantial body of clerical work throughout the country," Mr. Dodds said.

He repeated the objection that the staff side had acted inconsistently by presenting a claim in 1958 based on similarity of treatment to manual workers in the industry, and then, in April, 1959, another claim based on comparability with rates of pay in other industries.

### Pay unit rejected

Boards should not be placed in the position of being asked, at one time, to maintain relationships between their employees of different categories, and then, later, to maintain relationships with other fields of employment.

Let the unions, at the right time, introduce a claim based on a factual comparison with a wide range of outside employment, and the boards' side would contribute such information as they could provide—but not six months after salaries had been improved "on the other alternative ground."

The boards wanted to pay their employees on a par with salaries paid to people in similar jobs in the country generally.

But the supply industry could not be bound by the Pay Research Unit's findings, to which it was not a party.

If the Tribunal did not accept the unions' contention that Civil Service salaries should apply to the supply industry, "then the claim itself would appear to fail, since its foundation would be removed."

Mr. Dodds accordingly asked the Tribunal to express a view on the timing and nature of the claim, before he attempted to deal with other aspects.

### STAFF'S SUMMING-UP

#### Scales "out of step"

Answering Mr. Dodds' case, Mr. Moser underlined the circumstances leading up to the "productivity claim," and maintained that the present claim was neither inconsistent with it, nor ill-timed.

The staff side's criticism of the boards' approach to salaries, he said, was that they had regard only to what was paid in other nationalised industries and in a few public bodies.

If this continued, and no regard was paid to what was happening in the larger field, then scales would get out of step, especially in an inflationary period.

"In our view," Mr. Moser said, "the results of the investigations on behalf of the Civil Service prove that to have happened."

#### "Good employers" plea

If the Pay Research Unit had confined itself only to the employers on the boards' list, he added, it was inconceivable that salaries anything like those now applying in the Civil Service would have resulted.

"We are not asking that boards should be committed by the work of the Pay Research Unit," Mr. Moser concluded. "We are asking that, in determining salaries in the electricity supply industry, no less regard should be given to rates paid by good employers generally than to the rates in that narrow list which boards so inaccurately describe as 'the larger design'; and we are saying that the Civil Service scales can give us a good indication of those outside rates."

### CHANGES IN SUB-COMMITTEE

Mr. E. G. Bunn (Scotland) and Mr. R. R. Curlett (North Western) have been elected to NALGO's national service conditions sub-committee (electricity), in place of Mr. W. McCulloch and Mr. H. Baldwin respectively. Both have also been appointed to the N.J.C. staff side.

Mr. Bunn also succeeds Mr. McCulloch as chairman of the Scottish district sub-committee.

## 'Local work shapes joint consultation'

**"THE local advisory committees form the very roots of joint consultation in the electricity supply industry, and on their successful operation depends the health of the system generally."**

So says Mr. D. G. Dodds, industrial relations adviser to the Electricity Council, in his introduction to the 1958-59 report of the industry's National Joint Advisory Council.

This is the Council's tenth annual report, and it marks a decade of progress in bringing workers and management together to talk about the affairs of their great industry.

The N.J.A.C., says Mr. Dodds, is unique. On it, boards' members of the electricity boards sit side by side not only with trade union officers, but with employees who have themselves been elected as representatives of their local advisory committees.

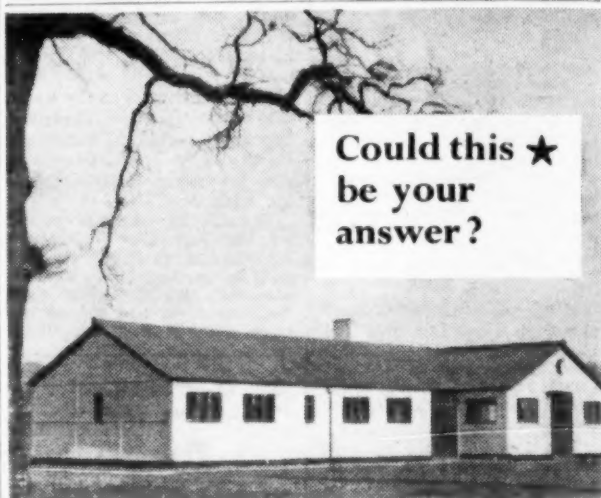
"The contributions of these representatives are a valuable means of bringing the opinions and views of employees at all levels

directly to bear on important problems affecting the industry's future and the working lives of people engaged in its service."

The report shows that, during the year, many of the 484 local advisory committees got down to the job of communication with employees as a whole.

Most of them produced annual reports. Some circulated their minutes. Many arranged meetings of employees.

The report contains a message from Sir Henry Self, recently-retired chairman of the Electricity Council, who rightly refers to "this comprehensive and effective system of joint consultation between management, trade unions, and employees" as "something of which we can be justifiably proud."



Could this ★  
be your  
answer?

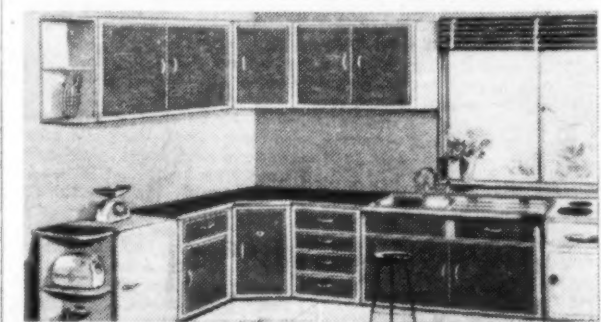
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## Gas

# NALGO proposes joint sales policy

by G. W. PHILLIPS, national organiser

**A CO-ORDINATED sales policy, worked out by the Gas Council and the area gas boards in consultation with the staff side of the National Joint Council for gas staffs.**

That is what NALGO's national service conditions sub-committee (gas) is suggesting in face of intensive selling campaigns by outside agencies.

It is asking the staff side to raise the question with the Gas Council.

The sub-committee and the staff side have been concerned to find that some area boards are using, or thinking of using, outside agencies to boost sales.

This, we say, conflicts with the spirit of an agreement made last February, when we accepted the boards' proposals for the employment of "special salesmen," working on relatively low pay and high commission.

## In the scheme—or out

Such salesmen are employed by the area boards; their pay and commission are negotiated through the Whitley machinery; they are covered by the relevant national agreements on conditions of service, and by the staff pensions schemes.

**This is not the case with salesmen employed by agencies.**

The employers' side has said that, because of the intense competition facing the industry, it cannot accept any restriction on selling methods. It claims the right to sell as it chooses. It says that, in the long run, this will probably lead to better prospects for all gas staffs.

## Staffs ready to help

Meeting in Hereford on October 24, NALGO's national sub-committee agreed that everything should be done to sell more gas and appliances.

It confirmed the willingness of

*The October meeting of the national service conditions sub-committee (gas) decided to defer discussion of a future pay claim till the sub-committee meets again in January.*

**gas staffs to give area boards all possible help in this.**

But the sub-committee pointed out that the industry needed a co-ordinated sales policy, with fullest consultation between the unions and the boards through the negotiating machinery.

The sub-committee's recommendation to the staff side arises from that conviction.

It also recognised that the problem could not be fully discussed without more information about the sales policies of the various area boards, and how these affected staff.

This information is now to be collected, as a matter of urgency, from the area staff sides.

## Compensation talks go on

A new compensation agreement for gas staffs affected by redundancy is still being discussed.

The old Gas (Staff Compensation) Regulations expired on April 30 this year, and the Gas Council's suggestions for replacing them were unacceptable.

The problem is being examined in detail by the salaries and conditions of service committee of the National Joint Council, which met on October 29.

## Staff side to approach Minister on pensions

**BECAUSE the Gas Council remains intractable about amending retirement pension schemes, the staff side of the gas N.J.C. decided on October 28 to accept a recommendation of the joint pension committee that an approach should be made to the Minister of Power.**

It was reported that the Gas Council had declined to amend pre-vesting day schemes to bring them into line with others by providing a three-year averaging period for the calculation of pensions.

## Earlier retirement?

Another proposal of the joint pension committee recommended that the Gas Council should be asked to amend the rules of gas staff pension schemes so that men with 40 years', and women with 35 years', contributing service could retire within five years of normal pension age without incurring any reduction in the pension.

## Staff and manual workers

The staff side again considered the question: Should there be a joint consultative committee for gas staffs and manual workers, or should each section have a separate one?

It was reported that, in one gas board, joint consultative committees had been established on a comprehensive basis, including representatives of both staff and manual workers.

The national staff side reaffirmed its opinion that staff and manual workers should have separate committees, but that these should have joint discussions whenever necessary.

## Redundancy in Wales Gas Board?

Redundancy through reorganisation reared its head again when the national service conditions sub-committee (gas) heard on October 24 that reorganisation in the Wales Gas Board might lead to some pre-payment meter collectors becoming redundant.

The sub-committee still took the view that proper forward planning, and proper action taken in consultation with the trade unions through the joint negotiation machinery, could avert the need to dismiss permanent staff.

It added again that, if exceptional circumstances made such dismissals unavoidable, the policy of "last in—first out" should be rigidly observed.

## MEETING THE GASMAN MAYOR

For the first time ever, NALGO's national service conditions sub-committee for gas has met outside London.

Its meeting on October 24 was held at Hereford, at the invitation of a gas member who is the city's mayor.

He is Alderman Tom Stephens, who, on Friday evening, October 23, retired from NALGO after 26 years as a member. Earlier that afternoon, he had left his job as foreman gas meter repairer at the Hereford gas works, after 29 years' service. And he had his 65th birthday a few days later.

## NALGO committeeman

Alderman Stephens served on seven NALGO committees—including the national sub-committee, and on committees linked with other unions.

He and the mayoress, Mrs. F. Stephens, welcomed national sub-committee members at an informal Friday night reception in the Mayor's parlour. There, the "foreigners" were given a link-by-link account of Here-



An all-star group of NALGO's gas leaders chat with Hereford's Mayor about not-so-serious matters. From left to right they are: George Phillips, national organiser for gas staffs, T. B. Feltham, town clerk of Hereford, the Mayor (Ald. Tom Stephens), Stanley Davies, chairman of the senior gas officers advisory panel, F. Eade, chairman of the national service conditions sub-committee, R. L. Evans, chairman of the West Midlands district committee.

ford's mayoral chain by the town hall custodian, Gilbert Arrowsmith—another NALGO member—who described it as "the most decorative in Great Britain."

After Saturday's meeting, sub-committee and mayor were guests of the West Midlands district committee at lunch. Also there were the town clerk, Mr. T. B. Feltham, and his wife.

## She was worried about her baby...

*I'm so worried about Peter, Doctor. Ever since he was born, his nappies have made him so sore.*

*Yes... I can see that. I expect he's very fretful?*



*"Yes—I'm afraid he upsets the whole house with his crying at night."*  
*"Do you boil his nappies, Mrs. Rogers, or just rinse them through?"*



*"I use really hot water."*  
*"That won't do. Nappies must be boiled to get rid of the chemical deposit that causes nappy rash."*



*"This gas washing machine is just what you need, Mrs. Rogers. It holds a big family-size wash and boils up really quickly."*



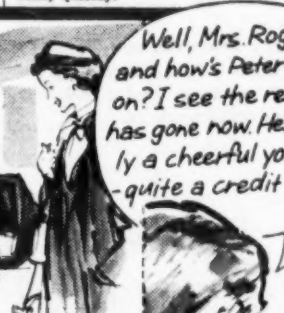
*"It's perfect for keeping nappies and all your whites really spotless. It'll make all the difference to baby!"*  
*"All the difference to me, too!"*



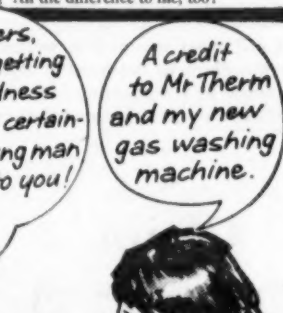
*"It's very good looking, isn't it—not a bit like the old-fashioned boilers!"*  
*"Yes—it's the latest design. And it tucks away under your draining board."*



*"Good morning, Mrs. Rogers. Oh— isn't Peter looking well and happy?"*  
*"Yes—he's sleeping wonderfully now—seems quite a different child!"*



*"Well, Mrs. Rogers, and how's Peter getting on? I see the redness has gone now. He's certainly a cheerful young man—quite a credit to you!"*



*"A credit to Mr. Therm and my new gas washing machine."*



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# PUBLIC SERVICE

1 York Gate, Regents Park, London, N.W.1

## Usual offices?

YOUR office is in the news again.

Has it got:

A minimum of 400 cubic feet of space for every person working in it?

Adequate ventilation?

A minimum temperature of 60 degrees after the first hour's work?

Clean glazed windows or skylights, free from obstruction?

Constant hot and cold water, with wash bowls and clean towels provided?

Separate sanitary accommodation for men and women (one lavatory for every 25 employees), kept clean, maintained, and effectively lit?

Accommodation for hanging and drying outdoor clothes?

Does it, in other words, come up to the standards proposed by the Gowers Committee?

### Ten years' delay

That Committee was set up by the government of the day. And the day was ten years ago.

Yet there is still no legislation on the statute book to protect office workers from conditions that would not be tolerated in factory or workshop.

While governments have procrastinated, private members have returned more than once to the fight—but without success.

Latest to champion the cause is Mr. Richard Marsh, M.P., newly-elected member for Greenwich, whose new bill is to be presented soon.

NALGO has supported every previous attempt to get governments going on Gowers. It is supporting Mr. Marsh.

Already, it has asked its branches and members to contribute their own facts to the press publicity the pay bill has touched off—and, as reported on the back page, they have responded admirably.

And it has offered Mr. Marsh the information about public service offices it has collected over several years.

### One of NALGO's major objectives

For the Gowers proposals remain a major objective of NALGO policy. NALGO helped to shape them ten years ago. And, as recently as 1958, Conference adopted unanimously a motion calling for legislation to give effect to them.

The reason is clear: too many NALGO members still have to work in offices that are overcrowded, or makeshift, or dark, or dirty—or all these things.

The ten years since the Gowers report have brought improvements for some, as the inevitable neglect of the war years has been made good. But, for others, they have brought even worse conditions, as old buildings have grown older, and crowded rooms have become still more crowded.

To put this right will mean spending public money. But the public must recognise—as the largest and most successful commercial firms have already recognised—that there is a connection between good working conditions and good work. Bad conditions are poor economy.

Until every member to whom they apply can say "Yes" to the questions at the head of this column, NALGO will go on initiating and supporting attempts to secure a charter that will guarantee proper accommodation for office workers.

## ★ Claim

Most NALGO members welcome a pay claim — on their behalf.

But nearly 20 per cent of them—42,963, according to last year's annual report — have a claim outstanding against them.

It is the claim of less fortunate colleagues and their families, who have fallen on hard times through sickness or misfortune.

It is presented by NALGO's Benevolent and Orphan Fund, which, every year, helps more than a thousand people, spending more than £50,000 in loans, grants, provisions for holidays and convalescence, and so on.

A lot of money? More than you can afford?

The claim is for only a penny a week.

Christmas would be a good time to take it to the arbitration of conscience.

It is the aim of "Public Service" to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced, whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association.

## ★ "Misc"

There is some good news this month for officers in the local government "miscellaneous" classes.

The National Joint Council has agreed on revisions which bring their scheme of conditions of service ("the Red Book") much closer to the local government Charter ("the Purple Book").

This should do something to relieve the "dissatisfaction and sense of isolation" ascribed to these officers by a motion at this year's Conference.

Nor are "the miscellaneous classes" ignored or neglected in pay negotiations. A statement by NALGO's local government service conditions officer on page 2 explains the procedure normally followed.

NALGO recognises equal obligation to all its members—and fulfils it.

# MY NALGO DIARY

by Abingdon

### China T.T.

As a Goon fan, I must be forgiven for associating "ying tong" with China. But I was regrettably ignorant that "ping pong," too, flourishes there.

I have been put right by Bill Vint, president of the Hastings branch, who recently visited Peking with his wife Nora. He went at the invitation of the Chinese table tennis federation, to discuss plans for the world championships there in 1961.

Bill is honorary treasurer of the international federation, as well as chairman of its British counterpart. While in China, he spent a lot of time looking at sports facilities in various parts of the country.

Publicity and public relations officer for Hastings corporation, Bill was awarded the O.B.E. in 1957 for his services to sport.

### Wear a tie

For a real tie-up with the Association, you should wear the NALGO tie. Colours? Dark blue, light blue, red, and white. Prices? 6s. 6d. for art silk, 9s. 6d. for Terylene, and 12s. 6d. for all-silk ties.

The Special Activities Department at Headquarters, from whom these ties are available from stock, tell me that they may be able to help you with Christmas gifts.

They have a wide range of sweaters, grey pullovers, art silk squares, woollen mufflers, tobacco pouches and cuff links—all of which can be chosen from their illustrated price-list.

### Keep your dates

From Christmas to the new year is a short step—and the NALGO diary will take you from the new year to 1961, with

useful information on every aspect of the Association.

Take my tip—order your diary now from your branch secretary. At only 3s. each, stocks soon go.

### Get out and walk

Commuters on the southern region may often feel that their train provides them with a sedentary cross-country ramble, particularly when they are home-bound on winter evenings.

But, for those who want a real ramble, Denis Hicks, of Willesden borough council, is the man to see. Last month, he celebrated his 25th year as a rambles and walks leader for the southern railway and its successor, the southern region.

His job is to suggest a route, see rights of way are clear, and make meal arrangements for the party—and he's been doing it since he was 18.

A comforting thought for British Railways: if a party comes across any lost or abandoned passenger train, Denis can make the right publicity out of it—he's PRO for our Willesden branch and for the metropolitan district.

### American holiday

Since Mac went to Moscow and Nikita visited the States, diplomatic missions by elder statesmen have been all the rage. I'm neither an elder statesman nor a diplomat (officially) but that needn't prevent me from having two weeks' holiday in the United States at my own expense next September—all for £145!

This opportunity comes my way, and yours, thanks to the enterprise of NALGO member Reginald Berriff, superintendent registrar at Bethnal Green town hall and honorary organiser of "Adventure Tours."

With an optional visit, at extra cost, to Washington, the holiday will be based on New York city, visiting many of its now almost legendary sights and districts.

The trip is open to the public, but local government officers who go will have a chance to examine features of the state and city administration, as guests of New York itself.

Full details can be had from Mr. Berriff, 78 Hainault Street, Forest Rise, London, E.17.

### Narrow field

Here is a progressive lesson in the art of public service:

There aren't many women mayors.

There aren't many women mayors who are NALGO members.

There aren't many women mayors who are NALGO members who are mayors of the towns in which they work.

Left in this narrow field is Alderman Miss G. S. Bustin, this year's mayor of Banbury, who is employed by Oxfordshire county council as secretary of Banbury grammar school.

Miss Bustin has served Banbury (voluntarily) as councillor and alderman for 10 years—and Oxfordshire (professionally) as school secretary for 40 years. I offer her my congratulations.

### Facts and figures

An A to Z collection of facts about the borough of Harrow has again been published in handy booklet size.

Extracted from the 1959-60 Municipal Year Book, and called "Facts and Figures of Harrow," it has been sent free to all local organisations. Extra copies can be bought at 1s. each from the Harrow town clerk.

## VIEWPOINT

## 'Incredibly well-off'

Although we may approve the new layout of *Public Service*, it is impossible to feel any satisfaction at the content.

Surely we ought to find in NALGO a body of people with a sane outlook on our present situation, and a responsible attitude to the future of our homes and children.

The plain and obvious facts are that, compared with two-thirds of the world's population—hungry, ill-clothed, and ill-housed—we are incredibly well-off, and get a comfortable living for comparatively little effort.

### Gratitude needed

This should be reflected in a sense of gratitude for our present good fortune, and a determination to preserve this state of affairs as well as we can for our children.

Instead, on almost every page of *Public Service* we read articles and opinions which are based on envy and covetous-

ness, an insatiable demand for more money and easier conditions, coupled at times with a revolting self-righteousness.

Can we really believe that this attitude can lead to anything but disaster? It is true that we see huge sums made by speculators, and that other people are better paid. But we shall gain nothing and, in all probability, lose everything if we allow that to govern our own actions.

### Fool's paradise

It is high time that the people of Britain realised that they are living in a transient fool's paradise, and that, with the world population increasing at something like 3,500 an hour, any future for us and our country will inevitably require harder work and some sacrifice of living standards—points which are continually being pressed by the better political thinkers of all parties.

FOUNDER MEMBER  
(Other letters on page 12)

## GOODBYE TO A GIANT

Everything about Leslie Moir—apart from his height—is larger than life. That is why Croydon's inexhaustible, twinkled-eyed, and almost legendary character, who retires from the service this month, will always be remembered by his colleagues as the "great little man."

His branch record is outstanding.

For 18 years, he was leader of the staff side of a local joint committee which he himself was largely instrumental in getting established.

For 17 years, he was general secretary of a branch whose annual meetings now command attendances of some six or seven hundred members.

For 15 years, he was secretary of Fairfield Club—the largest branch social club of its kind; and, for nine years, chairman of its athletic club catering for 10 different sports. The club recently gave his name to the £2,000 sports pavilion which he persuaded the council to build.

### Infectious enthusiasm

For 10 years, he edited *Calling Croydon*—probably the most influential branch magazine in the country, certainly a NALGO prize-winner.

Between 1939 and 1945, he was branch organiser of war-time money-raisers. Spurred by his infectious enthusiasm, the staff collected over £220,000 in national savings.

He has been branch President three times.

These are but the highlights in the NALGO career



Leslie Moir

The "great little man"

of this dozen of branch officers, who has earned for himself a reputation for finding solutions to the most insoluble of local problems.

What of the man himself? Friendly and sympathetic, vigorous, enterprising, and often unorthodox, he has shown himself terrier-like in tenacity and relentless in his pursuit of an objective.

But let branch spokesmen complete his portrait. They say:

"Throughout his 30 years as a NALGO officer, he has never missed a meeting of the executive committee or the joint committee."

"He has put thousands of pounds into the pockets of all grades of the staff."

"Hundreds of our members owe him a debt that can never be adequately repaid."

Croydon is indeed losing a giant among men.

## LEAP YEAR HOLIDAYS

In 1960 the NALGO Holiday Centres will once again offer the most up-to-date and economical holidays to members, their families and friends.

Comfortable chalets—with hot and cold water. Excellent food prepared in the most modern kitchens and served in bright and spacious dining rooms. Every opportunity for fun and games but you won't be "regimented". In fact the holiday you really need—a do-as-you-please holiday in perfect surroundings.

CAYTON BAY—Nr. Scarborough  
CROYDE BAY—North Devon

## HURRY!

Write now for illustrated brochure and application form to:

NALGO, 1 York Gate, Regents Park, London, N.W.1



There are no restrictions. Instead, reports KATHERINE SANSOME, security, loving care, and freedom give the incurably sick a . . .

## FULL LIFE IN THE CHESHIRE HOMES

**AT LE COURT**, a house near Liss, Hampshire, are 39 disabled patients with incurable diseases. Many of them are completely helpless, confined to wheelchairs. Yet . . . "We do not look on them as being ill," says the matron-in-charge.

An extraordinary attitude? Le Court is an extraordinary home—the one which launched the series of Cheshire Foundation homes for the incurably sick.

What is the Foundation's aim? What is special about Cheshire homes?

I first went to Miss Margot Mason, secretary to the Foundation, to hear their story.

"Most of them are for the young, incurably sick who have had hospital treatment, but for whom nothing further can be done," she told me.

"These young people sometimes return home to be a burden to their families. More often, they are sentenced to the chronic sick—or even senile—wards of hospitals.

"Our aim is to give them hope—not merely the hope to live and be cared for, but to live fully and cheerfully and as normally as possible in a family community."

### Two applications daily

Most of the Foundation's homes are for this type of patient, although there are one or two for others.

"Few people realise there are so many incurably ill needing care," said Miss Mason. "We have an average of two applications a day—and we often despair of finding places for them."

Nevertheless, at present, only one home to each county is envisaged, because that home needs all the help it can get to

become established. Although local authorities help with rate concessions, and patients are aided by National Assistance, the homes are run on voluntary funds, by a committee of interested local people from each district.

### "Local people see our work"

"Our principle is to use property which no one else wants, establish our patients straight away, and let local citizens see what we are doing. Sometimes they themselves know of someone who needs care, or a local organisation offers us a property, and the interest is there from the start."

In order to make a home run economically, the aim is to house an average of 30 patients in each. The Foundation tries to avoid taking more, in case an 'institution' atmosphere develops—and there is no question of offering a hospital life.

"We give patients care and attention, of course. But their real need is for a 'proper home,' having the security of knowing they will never be turned away, and enjoying the freedom and affection of family life," Miss Mason explained. "But you'll have to visit a Cheshire home yourself to see what I mean. . . ."

So I went to Le Court, to see for myself the ideal envisaged by Group Captain Leonard Cheshire, brave man of body and spirit, who decided to compensate for the destruction of war by devoting his life to serving the people whom medical science could no longer help.

Le Court, an old manor house, was where the man dying from cancer, hopeless and homeless,

was cared for until death by the Group Captain. From that tragedy sprang the Cheshire Foundation. And, in 1954, after the Carnegie - United Kingdom Trust became interested enough to give £65,000 to what it called "this pioneer venture," the old house was razed and a new, single unit rose in its place.

Ideally suited to its purpose of housing helpless patients, Le Court is now the pride of the Foundation. Furnishings are bright and colourful, rooms and corridors are full of modern pictures, and flowers are freshly arranged every day.

### Easy for wheelchairs

Each bedroom has french windows, looking out to miles of estate and woodlands; and there are angle-poised lamps, locker-desks, and wardrobes. Handrails run along doors and corridors for patients to pull their wheelchairs along. The simple lift to the first floor is easily managed, and takes two wheelchairs—as does the width of the corridor.

"We have 39 patients here," the warden told me. "More than that would mean overcrowding."

Three trained nurses and seven nursing auxiliaries help to prepare patients for the day. That is the one rule—that all

Left: G/Capt. Cheshire watches a patient working a hand loom.

Below: Patients and nurses enjoy a tea-party in the grounds.

As a result of financial arrangements made between NALGO and the Trustees of the Cheshire Foundation Homes, it will be possible for beneficiaries of the Association's Benevolent and Orphan Fund suffering from progressive, incurable diseases to be placed in Cheshire homes, and to enjoy a happy, family life in their unique communities.

This article describes the Foundation's aims, and gives a word-picture of daily life at Le Court—the first home to be established by the Foundation—in the lovely countryside of Hampshire.



A race, or just an outing? These chaps may be confined to wheelchairs, but they're no intention of staying indoors. They mean to live as normal a life as possible, despite their illnesses.

patients "get up" in the morning, whether they are helpless or not.

Work is provided, but it is not obligatory—though most patients are eager to do something useful and, if possible, get paid for it. There is plenty to interest them, including television, radios, painting classes, occupational therapy and, most popular, talking!

Everyone calls everyone else by Christian names. Visitors may call at any time, and are always welcome. The home is as open as it can be to the outside world, and many voluntary workers come to help in the garden or pantry, and to assist the nursing staff.

And bed-time is whenever patients feel like it.

Possibly the biggest factor in the happy, homely atmosphere is the fact that there is no "hierarchy" amongst the staff

of 20. From the young and attractive matron to the domestic staff, all use the same sitting room, eat at the same table, and are known by Christian names to each other and the patients. In fact, everything is aimed at achieving a normal family life.

Frank Spath, editor of the Foundation's quarterly magazine, *Cheshire Smile*, who has been at Le Court with rheumatoid arthritis for nearly four years, underlined the need for "normality".

### "Let the world in"

"We don't even like to be called patients," he said. "Inmates' is worse, because it implies that we live in a closed community. It would be too easy to cut ourselves off from the world—and for it to ignore us."

Paul Hunt, three years at Le Court in a wheelchair, and chairman of the (we couldn't think of a better word) patients' committee, described how they achieved a certain amount of independence:

"There is a patients' welfare committee in every Cheshire home, elected annually from amongst us all. Its main work here is to administer our own funds, and to act as liaison between the warden and matron and patients."

### Community spirit

"The funds come mainly from our canteen profits and sales of our work. They contribute to the community spirit, for the money goes to help all. The committee buys the workshop's materials for sale to patients, repairs radios and the TV, and pays for films, outings and entertainments."

Independence, security, freedom, "belonging," happiness—these are things most of us take for granted, because we have always had them.

But to Le Court patients—and others in Cheshire homes—they are a gift, and all the more precious.



Photo Odhams Press

Some give a helping hand—some prefer to stand and watch. But one thing all the patients have in common is a love of talking!

## GONDRAND TOURS 1960 PROGRAMME

We are offering a greatly extended programme of holidays abroad. Here are some examples of our air holidays—all 15 days London to London.

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PORTUGAL	" Oporto	£44 0 0
MAJORCA	" Palma	£36 0 0
COSTA BRAVA	" Perpignan	£35 0 0
SANTA		
MARINELLA	" Rome	£43 0 0
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YUGOSLAVIA	" Zagreb	£41 0 0
RIMINI	" Rimini	£38 0 0
LIDO DI JESOLO	" Treviso	£38 0 0
VENICE LIDO	" Treviso	£49 0 0
ITALIAN RIVIERA	" Pisa	£35 0 0
AUSTRIAN TYROL	" Innsbruck	£35 0 0

All these holidays will be eligible for our Special Instalment Scheme at no extra cost, whereby the usual £2 deposit is paid and the balance spread over 10 equal monthly instalments.

Departures will be at the week-end, and we hope to arrange first and last departures by air both ways. A choice of hotels or centres in the same area will be offered.

First come, first served, so hurry to book the holiday of your choice.

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31 CREECHURCH LANE, LONDON, E.C.3

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PS 2



Photo by Oxford Mail

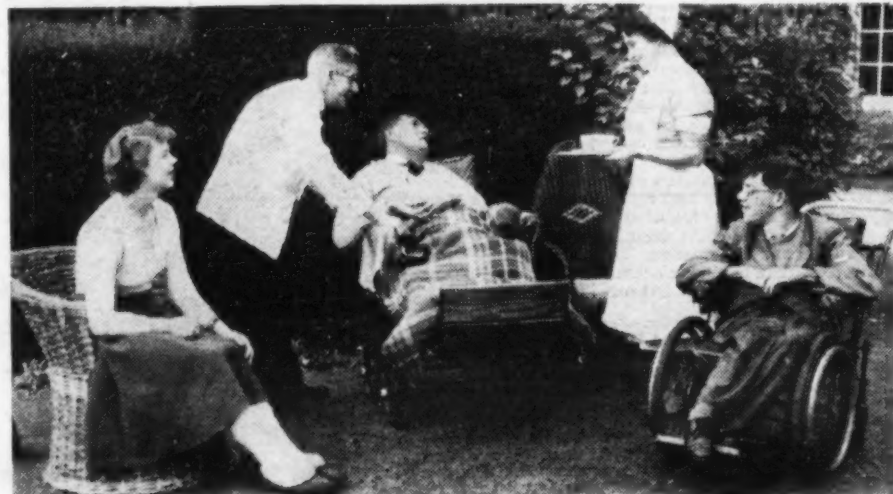


Photo by Lincolnshire Press Ltd



# WHERE DOES NALGO GO FROM HERE?

## President and officers at Yorkshire district school

NALGO has reached a stage in its development when it is time to consider: "Where do we go from here?"

So said the President, Norman W. Bingham, opening the Yorkshire district's second week-end school, at Harrogate, on November 7.

He pointed out to the 150 members present that only during the last two years had NALGO emerged in the public eye as a national trade union.

The emergence was timely. Major industrial unions were less certain of their power and influence: "black-coat" unions were coming to the fore. NALGO was the biggest of the "black-coats."

### Good leadership vital

"It is vitally important, therefore," the President said, "that we should have among our elected leadership people who will be able to see what is best for us—otherwise, we shall make no progress."

Mr. Bingham believed there would be a change of emphasis in the Association's main objectives—the accent moving from salaries and service conditions activities to protection for individual members.

Speakers at the school were four senior officers from Headquarters—the general secretary, Mr. W. C. Anderson; the chief organisation officer, Mr. J. C. Hamilton; and—making their first visit to Yorkshire—the legal officer, Gordon Haley, and

the press officer, George Graves.

The general secretary warned members not to regard Conference as a "shareholders' meeting." Stability in the cost of living, he said, might mean that the era of regular annual pay increases was past.

Speaking on "The Association, its problems and possible solutions," he rejected a suggestion that the services represented in NALGO should hold separate annual conferences.

"I am firmly against sectional conferences," he asserted. "Unity is our strength."

If members considered that Conference, in its present form, was too big and unmanageable to be a competent, deliberative body, the only answer would be to limit branch representation.

### Why there are delays

Mr. Hamilton spoke on joint negotiation, and told the school that delays over claims were usually the result of the staff side's determination to do all it could for members. They were not due to any fault in the negotiating structure.

Tracing the development of NALGO's negotiating machinery, Mr. Hamilton said that its faith in this system had resulted



**SIDESPLITTER!**—and sharing it are (left to right) Gordon Haley, J. C. Hamilton, W. C. Anderson, Norman Bingham, S. R. Graydon (chairman of the Yorkshire district education and week-end school sub-committee), and W. Fogg (chairman of the district committee).

in "wonderful strides" being made in all services.

He did not think a strike clause in the constitution would bring better, or quicker, settlements.

Mr. Haley dealt with legal aid, and described the Headquarters legal department as virtually a self-contained solicitor's office, available to help any NALGO member who had a legal problem connected with his employment.

It did not, however, handle personal problems, such as matrimonial or criminal cases.

The cost of the service was only 7d. a year per member.

Finally, George Graves reminded members that NALGO had provided a lead in white-collar trade unionism, by proving the value to non-militant

trade unions of an effective public relations set-up.

The strong-arm of NALGO's P.R. work, he added, was press relations.

The week-end school, unanimously voted an outstanding success, was organised by a 14-strong committee, under the chairmanship of Mr. S. R. Graydon, chairman of the district education sub-committee, and including district committee chairman Mr. W. Fogg.

## 'PAY MORE' ADVICE AT BRENTWOOD

The greatest stumbling block to more efficient local government is public insistence that councillors should attempt to provide the impossible—good services on low rates.

So Alderman E. C. Redhead, M.P. for Walthamstow west, told an audience of more than 350 at a brains trust organised jointly by Brentwood and Essex county branches of NALGO at Brentwood on November 23.

The public must be convinced, he said, of the need to pay adequately for the benefits they received.

Other panellists at the event, introduced by the chairman of Brentwood urban district council, Mrs. A. W. Dell, were Sir Hubert Ashton, M.P. for Chelmsford, Mr. R. M. Rees, prospective Liberal parliamentary candidate for Oswestry, and John Sutcliffe, Middlesex county council PRO. Question master was Freddie Grisewood.

## Branch finale for Ramsgate 'winter week'

Highlight of an event-packed winter week—which provided a spectacular finale to Ramsgate's 75th charter anniversary celebrations—was a civic night, on November 10, organised by the Ramsgate branch of NALGO.

This one night featured a "Welcome to citizenship" by the Mayor (Alderman E. G. Butcher) for the town's 21-year-olds, a junior inter-towns civics quiz, and, for adults, an "Any Questions?" session with a panel of local councillors.

The "Welcome"—first of its kind in the town—attracted more than 30 youngsters to the town hall. It was organised by the borough librarian, Cyril Darbey.

### Children from four towns

Children representing Ramsgate, Margate, Broadstairs, and Herne Bay took part in the inter-town quiz, at which the question master was Geoffrey Hood, Oxted branch PRO, who originated the idea. The winners—Ramsgate—received a carved replica of a mace.

The quiz and the "Any Questions?" were organised by Herne Bay's deputy engineer and surveyor, Ronald Rowson.

The overall planning was by Pat Rust, Ramsgate branch PRO—but he was unable to see the successful results of his labours, having taken up a new appointment as deputy town clerk at Leamington.

A winter princess to brighten the dark days: Ramsgate chose NALGO member Edna Price (right) shorthand-typist in the town clerk's department, to lead its 75th anniversary celebrations.

London "Evening Standard" picture.



### Herts. and Essex Border:

## 'More help needed for youth'

Spare the help, and spoil the child—that is what Herts and Essex Border branch members were told by an editor at a dinner held at Bishop's Stortford on October 30.

Mr. P. Asterley Jones, editor of *The Local Government Chronicle*, spoke on the lack of recreational facilities.

He reminded local authorities of the juvenile delinquency problem, which, he said, was likely to increase with the school leavers' "bulge." Much had been done already, but it was up to local authorities to give greater assistance and encouragement.

Branch chairman R. T. Watts, replying to the toast to the branch, said that local government officers' duty was to serve—"and in our profession we must have a ready and sensible answer to all ratepayers' inquiries."

## CROYDON

Croydon has been pioneering again and as such has been a pioneer in the "citizenship" for 21-year-olds—an idea since adopted by the country.

Now, it has fathered another bright idea on the committee: a "Welcome to new residents." The first was held on October 30—the night before this year's "Welcome to citizenship."

Names and addresses had been collected from various departments and centrally indexed to avoid duplication. Eventually, more than 1,000 invitations went out, both to newcomers to the district and to teachers new to Croydon's schools.

The 250 who came were welcomed by the Mayor, and saw an exhibition showing how the council serves the public. Stands were manned by senior technical officers.

"Welcome" night was summed up by Croydon's secretary, Leslie Moir, who said:

"People who came to the town hall feeling like strangers went away feeling that they had found a lot of new friends."

## The district office at your service—3

## FULL RANGE

Each of NALGO's 12 district offices brings the full range of the Association's service to within easier reach of members in a particular area.

Central to the work of the district organisation officers and their staff is the trade union action that takes most of their time—local negotiations for individual members and groups of members in all the services and industries represented in NALGO.

But each district office is a Headquarters in miniature. Its staff must be well-informed also on the other benefits the Association offers its members—legal aid, education, insurance, housing loans, holidays.

On some of these matters, members rightly approach Headquarters departments directly. On others, they deal with specially appointed correspondents in their branches.

But district staffs are always ready to help with advice and information. This is yet another way in which they are the essential link between members and the services NALGO provides.

District organisation officers and their staff do much to help the Benevolent and Orphan Fund. Here, the East Midlands DOO, W. J. Upton (left) discusses with his DO, L. B. Briggs, some casepapers for a meeting of the district B. and O. sub-committee, of which Mr. Upton is secretary. Behind them is the challenge shield that used to be awarded annually to branches in the district with the highest B. and O. Fund contributions per head of branch membership. The shield is now full, and the sub-committee is considering the purchase of a new trophy.



Mmm . . . Martini! Adds a festive note to any occasion! Drink it just by itself and get the full delicious flavour, or 'on the rocks', poured over ice in a big glass. Sweet or Dry, Martini is the drink of the moment!



**MARTINI**

Better drink  
Martini  
Sweet or Dry





## Ramsgate's



## KENT RIVER BOARD BRANCH COMES OF AGE

A section of sea-wall is now in the offices of the Kent river board—not deposited there by some freak tide, but presented by the NALGO branch.

It is the form chosen for the gavel and stand which the branch has given to mark its own coming of age.

The Kent river board branch was formed in 1938 with 15 members. Now there are 97 members out of a possible 125.

The birthday present-in-reverse, designed by a member, was handed over by NALGO's President, Norman Bingham, at a celebration dinner in October.

Mr. Bingham paid tribute to the branch president, A. J. Wilkinson, who had served 14 years as secretary.

The gift was accepted on behalf of the board by its chairman, Mr. R. W. Rule. He added, as vice-chairman of the county council, that Kent was proud of the honour paid to one of its officers by the choice of Norman Bingham as President of NALGO.

## Shoe-string show

### A BIG SUCCESS IN NORTHANTS

'Seven months' spare-time work, capped by a final intensive effort, went into the local government exhibition staged jointly by the Northamptonshire county and Northampton county borough branches, and held at Carnegie Hall, Northampton, from October 10 to 17.

It was worth it. The exhibition was a model of what can be done, in a comparatively small space and on a modest budget, to answer the public's ever-ready question: "What do we get from the rates?"

#### Mayor's tribute

Skillfully laid-out, with each stand as informative as it was attractive, the show was opened by the Mayor, Councillor George Nutt.

"If the general public have any doubt about the value they get for their money, they should come

along and see this exhibition," he said.

They did—in bigger numbers every day.

Typically enthusiastic was the reaction of a local schoolmistress. She had arranged for two school parties to visit the exhibition; but when she saw it she was so impressed that she at once made arrangements for a third to go as well.

## NEWCASTLE ART EXHIBITION

A call has gone out to all NALGO artists and photographers in the north-east.

It comes from the second biggest branch there, Newcastle, which is to stage a district-wide art and photographic exhibition.

The idea behind the scheme: to bring members together through a common interest.

## 21's WELCOMED AT STAFFORD

TELEVISION cameras were there to record the event for Midlands viewers when "Welcome to citizenship," already popular in the south, recently went north to Stafford.

Nearly 100 young people, councillors, and officials attended this reception by the mayor for the town's 21-year-old new voters.

The programme included a tour of the local government exhibition prepared by the staff, a film—the ever-popular Mr. Jenkins pays his rates—and the presentation to each of the new citizens of a certificate marking the occasion.

#### "Wonderful idea"

Organised through a local joint consultative committee, this "Welcome" was an outstanding success.

Said one young man as he left:

"What a wonderful idea this was! To think I might have voted at the next municipal elections without knowing a thing about our council and its work!"

Branch P.R.O. W. Babb was no less enthusiastic about the reaction of councillors and officers.

"Everybody was delighted at the way things went," he said.

## CHINGFORD'S LUCKY NUMBER?

Chingford also has welcomed its 21-year-old new voters—but with a special significance about the number "21."

For this "welcome," organised by the council in collaboration with the local branch, was to mark the 21st anniversary of the borough's charter. And—completing a hat-trick—it was held on September 21.

## DON'S NEW IDEA

gain and as successfully as always. The branch led the way with the first "Welcome to citizenship" idea since adopted successfully in many other parts of the country. The idea on to Croydon council's public relations

NALGO member F. Briant (right), of Croydon's education department, shows two new residents in the town some of the science equipment used in local schools.

"Croydon Advertiser" picture.



## "It's the speed I like in my electric cooker!"

We decided to go electric because it's cheaper, and then, after all, it's the modern thing. And I particularly looked forward to an electric cooker because it's so clean, and washing down kitchen walls is quite a job.


I've got the cooker—and I love it! But what came as a complete surprise was how quick it is to heat up! I hadn't expected such speed. But those radiant rings get hot in seconds.

I do appreciate the grill because it gives such a good strong evenly-spread heat; and now we've got a really roomy oven I can cook complete meals in it.

I didn't take long to get used to working my electric cooker. With those smooth control dials you get any variation of heat you want, and you can simmer really slowly, knowing the temperature won't alter one jot.

It has an auto-timer fitted, so we can put a meal in the oven and go out, knowing the oven will have switched itself on, and then off, when the meal is cooked.

Go to your Electricity Service Centre to choose your new cooker; they are all tested and approved and there is a good selection for you to see. You'll also learn about the new, very easy, terms.

Cheaper cooking... get up to date  go electric!

Issued by the Electrical Development Association

## 'Looking ahead' with the N.C.I.

As bright and shining as a new pin is NALGO's correspondence course prospectus for 1959-60.

As up-to-date as tomorrow it's an attractive pocket-size compendium of what NALGO offers the student.

Ten sections provide information and advice about the many courses in general.

And 20 more tell you all you want to know about particular studies.

So, if you are wondering which course will help you most, and how, start "Looking Ahead!"

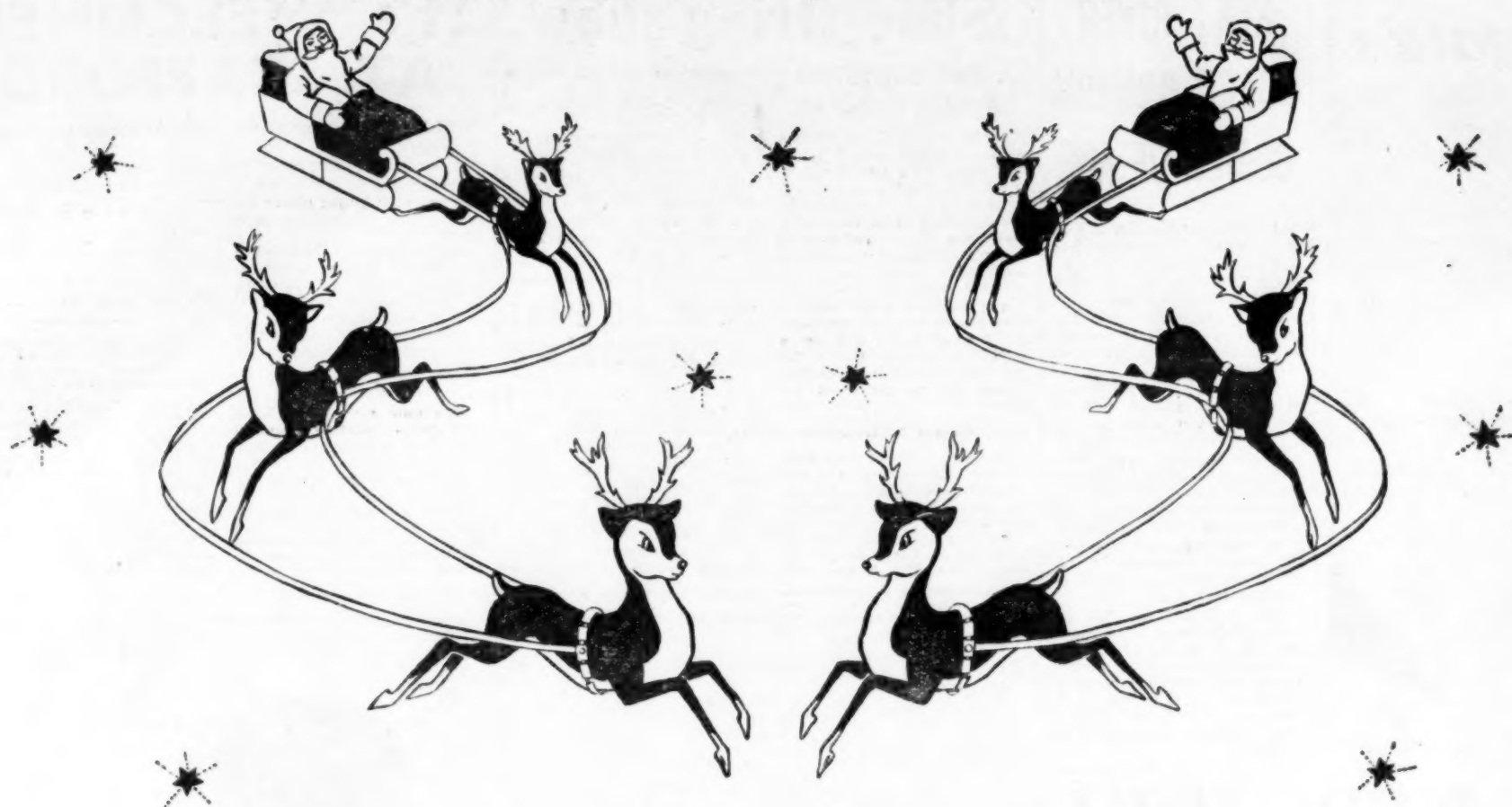
Copies are free from the Education Officer, NALGO, 1 York Gate, Regents Park, London, N.W.1.

## MEMBER MOVES TO C.O.I.

From entertainment to information goes Mr. S. Rennef. He has left the post of chief assistant to the entertainments manager at Cheltenham to be information officer in the overseas division of the Central Office of Information.







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NAME \_\_\_\_\_ BRANCH \_\_\_\_\_

ADDRESS \_\_\_\_\_

PS/12/59



# RATES—OR TAXES?

by Michael H. Whincup

**WHAT's wrong with the rates? NALGO members have as good a reason as anyone else to ask the question—they are ratepayers.**

And they have a better reason than most to study the answer—since, for so many of them, the rates are a major source of their pay.

The purpose of the present rating system is clear enough: to provide money for local services. Since their origin in the seventeenth century, rates have been essentially a local tax. In the early days, the tax was levied upon visible signs of wealth, such as horses and cattle. Now, it is simply a tax upon land.

Although the local authority uses the money, it is the Commissioners of Inland Revenue who value land for taxing. Their method, basically, is to ask what rent a tenant would pay to occupy your land. This sum, minus what you as landlord would pay for repairs and insurance, is the net annual value.

## Aggrieved householders

These estimates, which are often appealed against by aggrieved householders, are then given to the local authority, which thus knows the rateable value of the property in its area. Birmingham's, for example, is about £15 million.

Each year, the local council decides on a budget, in which it balances the cost of its projects against the money it hopes to raise. Some of this comes from the Government. Most of the remainder comes from rates.

To calculate what each person pays in rates, the council sets the sum required against the net annual value of all its land. Each item of property has to produce so many shillings and pence—the familiar formula of a rate of, say, 15s. in the pound. If this were the rate, a householder whose house was assessed at £40, net annual value, would have to pay £30 for that year.

What, then, is alleged to be wrong with the system?

Well, how much, for instance, would a tenant pay for the occupation of a length of sewage piping, a television mast,

a railway line, or an advertisement hoarding? And how does the system allow for increases in rents and costs?

It is so difficult to apply the basic theory that the position has steadily deteriorated into near chaos. Houses are still rated on 1939 values—so the Commissioners still ask what rent was paid then. Shops are rated on 1956 values less one-fifth. Industry also stands by its 1956 values, but less one-half. And agricultural land is completely derated. Industry and agriculture were given this relief at the time of the slump, to encourage national recovery.

Certain properties such as town halls are regarded as incapable of profitable use, and are therefore rate-free.

There is supposed to be a re-assessment every five years. But the next one, due in 1961, promised to be so complex that it has already been postponed.

There are other and perhaps more serious problems.

Since this tax is essentially upon land, it disregards income. There is no graded rates demand as there is graded income tax. While it may once have been true that your house indicated your means, this seems doubtful today. Relatively poor people struggle to keep up highly rated houses, and comparatively wealthy people live in corporation houses at very low rates.

## Unfair to factories

Because land is presumed capable of "profitable use," you pay on the basis of an imaginary profit. So a factory making a heavy loss one year still pays normal rates.

In wealthy areas, rates may be low, because fewer services are needed. Cars replace buses, for example. So Bournemouth's rate is about 13s. in the pound.

In poor areas, councils must charge for the extra services needed. Merthyr Tydfil's rate is nearer 30s.

Agreed, Bournemouth's land is more valuable; but, pound for pound and person for person, the man in the poor area is hardest hit.

And the person who foots the bill is the property owner—although all of us use local services.

Perhaps the greatest problem

of all is that the present system discourages the best use of land.

Did you read of the householder who installed a bathroom and found he had to pay another £2 a year in rates? Bear this in mind when you want to give yourself that extra few inches of bay window, or to build a garage. What a problem it must be for the industrialist, who wants large-scale improvement!

The reason for this penalisation is simple. If your property is improved, your imaginary tenant would pay more to occupy it.

So there is the temptation not to make best use of land—or even to leave it entirely alone, for then you pay no rates at all. Is this why we see so much derelict or shoddy property, even in city centres?

What are possible solutions to these anti-social situations?

## Russian system

One, which the Russians take, is to devote about 20 per cent of income tax to local needs. We should probably reject this as giving too much power to the state.

Another method is that of a "local income tax." The council would levy on your income a tax which, the experts think, should not exceed 3d. in the £1.

Which is it to be? A former councillor, now lecturing in industrial law and civics at the Birmingham College of Technology, puts pros and cons . . .

We would then pay according to our means, and the burden would be more widely spread.

Those who own land would still have a special privilege and an extra responsibility, so some sort of land tax remains desirable. But our own methods find no favour in many Commonwealth countries, nor in the U.S.A. Instead, these tax land according to site value.

This has profoundly different effects from our own system. Suppose our main street contains many big modern buildings, but also, in the middle, a small ramshackle shop. The British system would produce a low rate, because the imaginary tenant would pay a compara-

tively low rent. The other method would base the rates on the market value of the site—which would be enormous.

The shopkeeper would then have to develop his property or sell out and let others do the job. And, since the site was so valuable, he should find this course very profitable.

So the site value tax is an incentive to make the most of land—the very opposite effect of our present rates.

Solutions are not easy, and there is no political capital to be made from these reforms. But perhaps, with the election over, the politicians will get down to a serious examination of the problems.

COVER THE COUNTRY gets a—

## Wonderful response

These maps tell their own story—of splendid efforts by NALGO members everywhere to beat their record in covering the country with projects to let the public know more about the services which their members help to run.

Projects to date number 81—against 70 in the same period last year.

## Completed Projects

(\* signifies that the NALGO exhibition—"Local Government is Our Business"—was used.)

1. BRAINTREE\*—stand at community centre exhibition.
2. BURTON-ON-TRENT\*—branch golden jubilee display.
3. BURY ST. EDMUNDS\*—civic exhibition.
4. CHELTENHAM\*—display at "Safety for All" exhibition.
5. CHINGFORD\*—collaboration with council in running "Welcome to Citizenship."
6. CHISLEHURST AND SIDCUP\*—library display; using NALGO exhibition again in June, 1960, for local careers exhibition.
7. COLWYN BAY\*—exhibition in collaboration with council during 25th Charter anniversary celebrations.
8. CROYDON\*—collaboration with council in fifth "Welcome" for 21-year-olds and first "Welcome" for new residents to the borough.
9. FYLDE COAST branches with LANCASHIRE COUNTY\*—stand at "Home and Beauty" exhibition, Blackpool.
10. HETTON\*—"Citizens' Week" in collaboration with church.
11. LAMBETH\*—"Key of the Door" party.
12. NORTHAMPTON and NORTHANTS\*—exhibition.
13. OXTED\*—small NALGO exhibition screens used at local library display of books on local government.
14. RAMSGATE—"Welcome to Citizenship," inter-towns civics quiz, and "Any Questions" programme during 75th Charter anniversary week.
15. SWANSEA—revival of branch brains trusts for local organisations.
16. SWINDON\*—library display.
17. WALTHAMSTOW\*—small NALGO exhibition screens displayed at housing show.



The map on the left shows projects planned or completed since the campaign began. The map on the right shows activities reported since the last published in October. (The letter A covers numbers 5, 8, 11, 13, 17, 18, 29, 30, and 31 listed.)

18. WANSTEAD and WOODFORD\*—display at "Welcome to Citizenship" reception.
19. YORK—civics quiz for local youth organisations.
20. BROMSGROVE\*—collaboration with Rotary Club in careers exhibition next May.
21. HASTINGS joint committee of branches—inter-schools civics quiz.
22. LYMINGTON\*—series of lectures at community association centre next August.
23. MACCLESFIELD\*—collaboration with council in "Welcome to Citizenship" reception in December.
24. MIRFIELD\*—careers exhibition at local school.
25. NORWICH\* joint committee of branches—inter-schools civics quiz.
26. OLBURY—NALGO "float" in World Refugee Year procession next May.
27. READING\*—collaboration with council in "Welcome to Citizenship" in January.
28. SEVENOAKS—council running "Welcome to Citizenship" next April.
29. WANDSWORTH—collaboration with council in second "Welcome to Citizenship" reception.
30. WILLESDEN—collaboration with council in second "Welcome" next April.
31. WOOD GREEN—collaboration with council in second "Welcome" next February.

## Projects Planned

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## Leaflet Distribution

Almost a quarter of a million copies of NALGO's attractive leaflet—"Local Government and You"—have now gone out.

With the Lancashire county branch still by far the most prodigious of distributors—it has given away 24,800—and with others like the 77-strong Colwyn Bay branch, which joins the list this month, 281 branches have contributed towards a total distribution of 247,900.

Let's make it 300,000 before Easter and half-a-million before the Brighton Conference.

Every branch is entitled to 100 free copies. More can be bought from H.Q. at 4s. a 100.

## PHOTO SHOW GETS A NEW POSTER



Down in the basement something stirred—to good effect. It was Ken Wilson, until lately Croydon P.R.O., with his band of poster-men busily printing hundreds of special posters below stairs in Croydon town hall. Based on a gay, three-colour design by Wood Green branch, the poster advertises the NALGO local government photographic exhibition. Special feature is the large blank panel for insertion of local details. The idea is to ensure that branches get first-class material cheaply. A sample poster is sent free to every branch reserving the exhibition. Extra copies cost only 3s. each.

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## Readers' forum

### Teachers and their pay

NALGO compares unfavourably with the N.U.T., says D. R. Potts in the November "Public Service."

If I were a headmaster, or a 38-year-old primary teacher, I, too, would applaud N.U.T. policy.

But I have committed the offence of going into teaching too early. I teach science—surely the most detailed and demanding subject—in a difficult secondary modern school. Staff shortage means that I have to spend many out-of-school hours on marking and other work.

Yet I get little more pay than many local government officers, and a good deal less than most.

The Burnham scale may be generous to some, but it is biased against the young teacher. It will be some years yet before I can afford to marry.

The Burnham scale is not a minimum, but an inviolable maximum. And teachers are the one class in our English "democracy" denied arbitration rights.

No wonder most men teachers, like me, refuse to join the N.U.T., which accepts this state of things.

I strongly urge my local government friends to pay no heed to Mr. Potts's delusions. Amalgamation with the N.U.T. would ruin the chances of your future pay claims.

"A TEACHER"

### Billericay

It was interesting to read in the November *Public Service* of the speed and efficiency with which the deputy acting returning officer and his staff of 400 arrived at Billericay's general election result.

But have Billericay clocks elastic sides, and Billericay staff the arms of octopuses?

### THE SOUL OF WIT—

is brevity. And brevity is often the surest way to make a point. Readers are asked to limit their letters to 100 words wherever possible.

No letter can be printed unless it is accompanied by the writer's name and address—not necessarily for publication.

Letters for the January journal should be sent to the editor, *Public Service*, 1 York Gate, Regents Park, London, N.W.1.

Having had, between us, some 50 years' experience of municipal and parliamentary elections, we have reached the not-so-very profound conclusion that, assuming the law is strictly observed and the polling station kept open until the stroke of 9 p.m., it is physically impossible to:

Close and seal the ballot box; separate any partly used book(s) of ballot papers; reconcile the ballot paper account; seal (with wax) the various envelopes (some of which may indeed have received their contents beforehand); collect stationery and posters; make up and label the appropriate parcels (separate parcels, please); convey

## NALGO v. N.U.T....election speed...donations, please...shrinkage...leary

the said ballot box and parcels to the counting room; check in, open the box, and count the contents—all in one and a half minutes!

Or do they, in Billericay, give a much broader wink at the law than in some other places?

A. J. OWENS

H. E. CLARKE

Town Hall, Bebington, Wirral.

A similar letter has been received from Mr. T. I. Wright, of Shrewsbury.

Mr. Hatt says he did not wink. By 9.15 p.m., boxes from the nearest polling stations had arrived in the counting hall, and the first count had begun (though it was not by then completed!).

Detailed "time and motion" study had cut to one minute or less the time needed between closing of the poll and sending off a ballot box and its balanced ballot paper account.

All ballot boxes, accounts, and papers were properly delivered to the deputy returning officer by 9.30 p.m. That is why 100 cars were used for 56 polling stations.

Mr. Hatt adds that Billericay's hall had no entrance steps and corridors to delay arrivals.

★ ★ ★

### Refugees

The October *Public Service* (page 6) reported the fine work the Bournemouth branch is doing for World Refugee Year.

Some branches may be too small to carry out such work themselves. If so, could they send a contribution towards Bournemouth's efforts?

Perhaps this point can be con-

sidered at December annual general meetings.

N. J. COOPER

South Essex electricity branch.

Branches and members who want to help should write to Alan O. Snook, "Leaside," Leaway, Bear Green, Bournemouth.

★ ★ ★

### Injustice

In the October *Public Service*, "T.C." points out an injustice to local government officers on APT II—that some of them may get a lower rate per hour than those at the top of APT I.

There is another, which seems to worsen with every settlement.

It is the shrinking difference between minimum and maximum on this grade. Before the last settlement, it was £120. Now, it is only £115.

Yet the difference for APT I, IV, and V has gone up from £150 to £155, and for APT III from £180 to £185.

It seems as though our negotiators have had little regard to APT II officers for some time now.

"T. M."

In the recent local government salary negotiations, the employers' side would not support any further overhaul of the structure. It opposed the addition of increments to any particular grade, or any other step that could alter significantly the balance between grades.

The employers were, however, persuaded to agree a maximum for APT I equivalent to that of Clerical II, thus rectifying a point that had caused much irritation.

by Laurence Welsh

### MY BOOKSHELF

## Fashioning law to life

FOR many of us, the law is a mysterious institution. We suspect it of relying on verbal niceties to the neglect of common sense. Is it so divorced from the workaday world?

In *Law in a Changing Society* (Stevens, 50s.), Professor W. Friedmann shows how the law is adapted to the social scene and the way people think.

The adaptation may take place through Parliament. It was legislation which removed the death penalty for sheep-stealing, reflecting the growing belief that better social conditions were a more effective remedy.

Or it may be done in the courts. Verdicts on suicides reflect a more humane view which no longer sees self-slaughter as so gross an offence.

Enthusiastic reformers find the changes too slow. But Mr. Friedmann shows the process to be dramatic and comprehensive.

Mr. Friedmann cites legal decisions which, as he says, "left organised labour in a position much less favourable than that of business competitors"; and then, when union nominees won an electoral victory, the Trade Union Act of 1906 gave the unions an immunity which restored their equality of status. The pendulum has swung this way and that.

He could have found added support for his thesis in the events of 1940. At first, the courts found it odd that local government officers should claim to be workmen, entitled to the help of the National Arbitration Tribunal. But NALGO showed that circumstances had changed, and persuaded the Lords that the law must follow.

It is a pity that Mr. Friedmann's book is designed for moderately advanced students, for what he has to say is of interest to the general reader.

### Tamworth

To some of us, Tamworth is a name glimpsed as the Euston express flashes through.

Others have admired in detail the herringbone masonry and other charms of its castle.

All of us can learn more from Henry Wood's *Borough by Prescription*, published by Tamworth Corporation at 12s. 6d.

### Government

In yet another book about British government, Sydney Bailey prefaces his *British Parliamentary Democracy* (Harrap, 12s. 6d.) by promising to "describe how the system functions today." But a few historical notes and a slight commentary on operating principles do not go far to elucidate this complex organisation, with its apparent anomalies—but whose lack of logic is compensated for by the fact that it works.

Mr. Bailey omits the main defence of the party system—it keeps the government on its toes—and he clutters up his narrative with detail.

### Looking for jobs?

Only those looking for employment for themselves or their offspring are likely to consult *The Directory of Opportunities for School Leavers* or *The Directory of Opportunities for Graduates* (Cornmarket Press, 8s. 6d. each).

Both contain some useful little essays by way of introduction—notably T. M. Higham's witty "On the art of being interviewed" in the school leavers' book. These are followed by detailed advertisements from a number of firms and organisations, designed to show the kind of work they offer, with likely rates of pay (usually in vague terms) and other attractions.

Two omissions which struck me are public health inspectors and the hospital service.

These negotiations took place when there had been pay increases of about 3 to 4 per cent in the country generally. The increases secured for APT II were 5.5 per cent at the minimum and 4.1 per cent at the maximum, percentages that compare favourably with those for grades above APT II.

But NALGO is still not satisfied with the general level of pay in the APT grades. "T. M." can rest assured that improvements will be sought when circumstances permit.

### Gas

"Gas staffs unite—in NALGO!" invites the October *Public Service*.

Perhaps my own experience may help to show why I and many other members of the British Gas Staffs Association are a bit "leary" about this.

Some years ago, a town council which employed me as gas works foreman recommended that all its employees should be members of a trade union.

I tried to join NALGO—but without success. Apparently, the

position of works foreman was not considered a suitable qualification for membership. As a meter reader or a junior clerk, I would have been welcome.

Why, then, is NALGO so anxious now to accept into its fold those who, a few short years ago, were "untouchables"?

CHARLES MITCHELL

9 Greenock Road, Paisley, Scotland.

Mr. Mitchell's experience has been shared by many whose conditions of service are now regulated by the National Joint Council for Gas Staffs, on which NALGO is represented, but were formerly covered by other negotiating bodies in which NALGO played no part.

It would have been dishonest for NALGO to have accepted as members those to whom, under the former arrangement, it could not have given proper service.

There has certainly never been any question of "untouchability," and now that they are covered by the N.J.C., NALGO can make all its many services available to them.

They are warmly welcome to join NALGO in its efforts to improve the conditions of all gas staffs.



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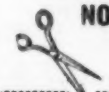
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## SPOKESMAN FOR THE NCI

"Correspondence tuition is for me a hitherto unencountered facet of trade union activity, and for this reason I have read your explanatory leaflets with great interest. I must say that I have always tended to regard with suspicion and perhaps distrust the claims and promises of commercial correspondence organisations, and I found it a novel experience to be able to take at face value the statements made by NCI, knowing that they were backed by the integrity of a responsible trade union. You fees are a shade higher than some, but, as you are a non-profit-making concern, I am confident that I can accept that this is reflected in the quality of your tuition. Certainly the results you quote would appear to bear out this assumption."

G. W., LANCs

All details of NCI courses for twenty professional and university examinations are given in the new NCI prospectus "Looking Ahead!" Send for your copy today

To the Education Officer, NALGO  
1 YORK GATE, REGENTS PARK, LONDON, NW1

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PS 1259



## Has your branch won £25?

Somewhere in the country, there is a NALGO branch that has already, to all intents and purposes, won £25.

It is the branch that has enrolled the biggest percentage of new members during the calendar year 1959.

Last January, launching its recruitment drive, *Public Service* announced that this prize would be awarded at the end of the year, in addition to the two-guinea prizes that have been awarded for the best monthly recruitment results.

Details of the £25 competition are being sent to branches, together with entry forms.

It is open to all branches formed before June 30, 1958, whether or not they have entered the monthly contests.

The rule that a branch must have been in existence at least six months before the beginning of the contest year is made in order to be fair to the majority. Otherwise, some newly-formed branches might be in the favoured position of regarding almost the whole of their membership as new for the purpose of the competition.

The result will be announced in March.

### This month's winner

The two-guinea prize for the biggest percentage of new members recruited during October goes to **King's Lynn and district health services** branch, with an increase in membership of 24 per cent (from 42 to 52).

Monthly prizes will be awarded for November and December, and the results announced in January and February respectively.

# CONTINENTAL HOLIDAYS

## —by sea, air or land

**M**ORE than a thousand bookings on the first day! That is the response NALGO's special activities department expects to its 1960 holiday programme. And it is hardly likely to have over-estimated. The 1959 holidays attracted nearly 4,000 bookings—and 1960 will be the first holiday year without currency restrictions.

Do you want to go to Norway—or Naples? To the Isle of Wight—or the island of Majorca? Which riviera attracts you—French, Venetian, or Cornish?

Whichever it is, you should write at once to NALGO (Special Activities Department), 1 York Gate, Regents Park, London, N.W.1, for one of the brochures that will be available early in January.

There will be two separate brochures—one for holidays by air and sea and rail, and the other for holidays by sea and motor coach. You should state clearly which one you want, and you should enclose a *gummed label* (not an envelope or a wrapper) addressed to yourself and bearing a 4d. stamp.

To help you decide which brochure to send for, here is a summary of the programme:

### BY AIR

These holidays are by charter plane from Gatwick Airport. It is hoped that, in 1960, more of the flights will be by Viscount four-engined pressurised-cabin aircraft. The rest will be by comfortable D.C.3s.

For each party, there will be a leader who speaks the language of the country visited, and who will give help and advice throughout the holiday.

These holidays are intended mainly for NALGO members and their next of kin; but there will again be some inclusive tour flights for members who want to take with them friends who are not members of the Association. These cost slightly more, because the regulations covering these flights require the operator to charge a higher tariff rate for the air fare.

These holidays will be in *Spain* (including the ever-popular centres on Majorca), *Austria*, *Belgium*, *France*, *Italy*, *Yugoslavia*, *Switzerland* and *Norway*.

The Norwegian holiday has been put into the programme in response to many requests. Other new centres will be at *Villefranche* (French riviera), the *Bay of Naples*, and *Cervia* (Adriatic coast).

Most of the holidays are for a fortnight; but the 1959 eight-day holidays at *Blankenberge* (Belgian coast) and *Perros-Guirec* (Brittany) proved so popular that they will be in the programme again for 1960.

### BY SEA AND RAIL

The holiday at the *Cité Universitaire*, Paris, inexpensive and always popular, will be in the programme again.

### BY SEA AND COACH

There are many members who do not want to travel by air. Among them, the private party tours by motor-coach have been very popular. These are offered to members at *actual cost*, and the 1960 programme includes the following:

#### At home:

*Easter*—Wye Valley; *Bournemouth*.  
*Summer*—Cornish riviera (New-

quay), eight days; *Bournemouth* and the *Isle of Wight*, eight days; *Scotland* and the *English lakes*, 12 days.

#### Abroad:

*Easter*—Paris.

*Summer*—Tulip time in Holland, eight days from May 1; *Swiss lakes* and *Alpine tour*, 14 days, with five nights at *Montreux* and five nights at *Interlaken*; *Italian lakes tour*, 14 days with eight nights at *Baveno*; *French riviera tour*, 15 days with eight nights at *Nice*; *Venetian riviera tour*, 15 days with eight nights at *Lido di Jesolo*.

### ABOUT BOOKINGS

It is hoped that all brochures ordered in time will be posted on January 7, and, to give members a fair time to submit their bookings, no booking will be accepted until after first post on January 12. If, because of late delivery from the printers, there should be a day or two's delay in sending out the brochure, the same interval will be allowed before the first bookings are accepted.

All bookings must be made on the booking form sent out with the brochures, and must be accompanied by a (non-returnable) booking fee of £2 for each person.

The booking form should be countersigned by the branch secretary; but, if his signature cannot be obtained in time, the form will be accepted if accompanied by the members' paid-up NALGO membership receipt card.

Members are reminded that each air party consists of 32-36 persons, and it is almost certain that some of the more popular holidays will be fully booked on the first day. Members should therefore give at least three alternatives with their bookings. Those who have failed to do this in the past have often been doubly disappointed—because

their alternative holidays also have been fully booked when they applied later.

No bookings can be accepted by telephone or telegram.

If there is some delay before your own booking is confirmed or acknowledged, please do not telephone Headquarters about it. Every booking will be dealt with as quickly as possible—but, to go back to the beginning, more than a thousand are expected on that first day!

### B & O Fund 'legacy'

The No. 6 area co-ordinating committee, representative of Glasgow and Lanarkshire branches, was disbanded in September.

But it has left a legacy in the shape of a £4 6s. 7d. donation to the B. & O. Fund.

## THE UNJUST CHARGE

Slander! It is an ugly, malicious word. Slander can wreck a person's life and career. And local government officers and others in positions of public trust are specially vulnerable.

Mr. X worked in the treasurer's department of an urban district council, and was, for some years, in charge of the council's housing section.

After Mr. X had given up his housing duties, a member of the housing committee said in conversation that he was corrupt and had for years been accepting bribes from applicants for council houses.

The charge was unjust, and NALGO's legal service stepped in to obtain for Mr. X a withdrawal of the defamatory statement, and an apology from the councillor who made it.

Leeds and Lewes, Harrogate and Hertford, Bournemouth and Beckenham.

Six place names on the map, with hundreds of miles between them—hundreds of miles of travel to reach them.

But they are only a few of the cities and towns that NALGO's President, Norman Bingham, has visited, and will visit, during last month and this.

Included in his busy itinerary for November and December are annual meetings, committee meetings, dinners, and dances—and the famous pantomime presented by NALGO's Hastings players.

A year ago, Mr. Z, a rent collector, was bitten in the leg as he left a tenant's home.

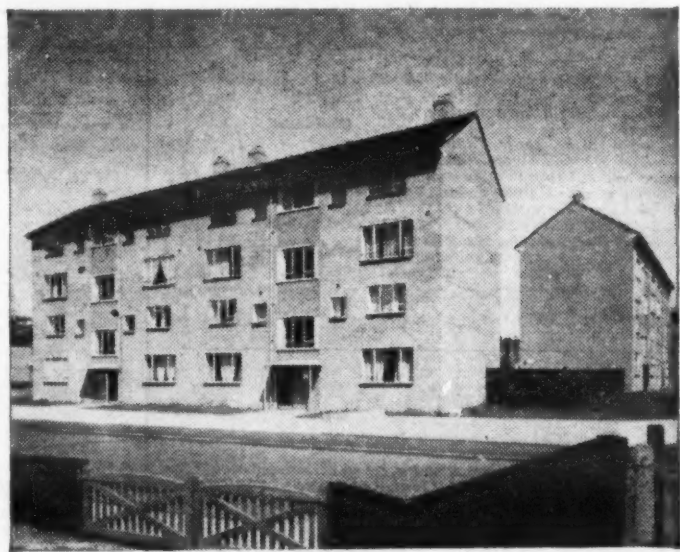
NALGO helped him to make a claim for injuries and damage to trousers.

The owners did not reply to letters. And then, shortly before the action was to be heard, Mr. Z discovered that the defendant and his wife were on national assistance.

Mr. Z settled for a nominal sum towards the cost of repairing his trousers.

This was a case where a member stopped an action since it was "the only manner in which a good member could act."

If you ever need legal aid in any difficulty connected with your job, your branch can tell you how to get it.



Flats and Houses at Summerfield Street, for the Metropolitan Borough of Lewisham  
Borough Architect: M. H. Forward, Esq., F.R.I.B.A., F.R.I.C.S.



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This month's competition  
BY ANY OTHER  
NAME

Do words like inspector, director, superintendent, set up barriers between official and public?

Are the tentacles of pompous verbosity strangling the truth that officials are there to help the public?

We've all heard complaints that "rodent operative" baffles many people who would understand "rat-catcher."

Could some other officers have more homely titles? What about "town doctor" instead of medical officer of health?

Prizes totalling three guineas—to be awarded at the editor's discretion—are offered for the best "friendlier" title for any officer in any of the services represented by NALGO.

Entries, giving name, address and branch, must reach Public Service, 1 York Gate, Regents Park, London, N.W.1, by December 28. Results will be announced in February. The editor's decision is final.

# A Christmas card verse— for the district nurse

Stanley A. Holland reports on the October competition.

A Christmas card verse to send to the chairman of your establishment committee—or to anyone else in the services represented by NALGO.

That's what we invited competitors to provide—but perhaps October was too far away from Christmas for members to work up any festive feelings. There were fewer entries than usual.

But the standard was as high as ever, and first prize of a guinea goes to T. H. Hook (Watford) for an entry in the true spirit of Christmas:

To the district nurse

A happy Christmas to those girls in blue  
Who cycle, rain or shine, the whole year through.  
Another Babe at Christmas we recall  
Whose parents could not on such midwives call.  
May Christmas Day result in few appeals  
To mark the festive time of these our "Nightingales on Wheels."

The recipients of other com-

petitors' cards were chosen from a wide field that included the Minister of Health, the county treasurer, the employers' side and committee chairmen.

Four prizes of 10s. 6d. each are awarded for the following:

To the chairman of the establishment committee

May the joy of Christmas hold you in its warming glow  
And penetrate that frigid heart that always grumbles, "No."  
Then, in 1960, praps we'll both win happiness,  
When you hear my up-grading plea, and firmly acquiesce.

Miss A. E. Giles (Brighton).

To the branch secretary

May all your members cease their moans  
About the Charter's flaws.  
May they all fight to pay their subs  
And work hard for the cause.  
If all this happened, wouldn't you believe in Santa Claus?

L. H. Wood (Yorkshire No. 2 sub-area electricity).

To a chairman of finance and establishment committee

My favourite chairman, may I say?  
Though from you little comes my way—

As practised monthly through the year  
My hands are clasped in prayer sincere

That local governmental care  
May not upset your Christmas fare!

G. H. Cooper (Ashton-under-Lyne).

To the editor of Public Service

Holly and ivy, plum pudding and sauce,  
Ginger, mince pies, and preserved fruits, of course,  
Candles and lanterns (electric and gas),  
Carols so cheerful (either solo or mass).

More Diaries and Forums; At Randoms and news—  
And as much ink and paper as Public Service can use.

Miss E. Stay (London electricity S.E.).

## RATE CUTTING —BY ROTA

(With apologies to "Much Binding")

The Cotswold town of Moreton-in-Marsh plans to save up to £320 a year on rates—by getting its residents to do some of the jobs usually left to the council, or put out by it to contractors. The parish councillor who thought up the scheme hopes it will be an example to larger towns. In the following lines, the insertion of "the" in Moreton's official title is just part of the poetic licence.

At old Moreton-in-the-Marsh,  
A really new idea they all envisage.  
We're told Moreton-in-the-Marsh  
May soon become the "do-it-yourself" village.

The parish council's plan can't fail the rating load to ease.  
By setting everyone to plant and prune the parish trees.  
They'll save three hundred pounds and more in little ways like these  
At bold Moreton-in-the-Marsh.

At new Moreton-in-the-Marsh,  
The change may very well spark-off tradition.

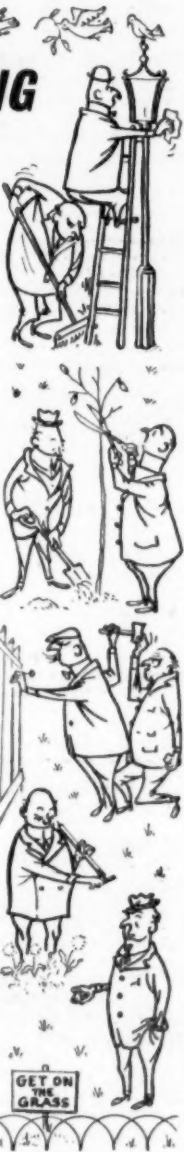
And do Moreton-in-the-Marsh  
A deal of good by way of inhibition:  
When everybody has to keep the fences in repair,  
And clean the lamps, and sweep the streets with single-minded care,  
There won't be any crime because they'll have no time to spare  
All through Moreton-in-the-Marsh.

At dream Moreton-in-the-Marsh,  
The people—eighteen hundred estimated—

Will clean Moreton-in-the-Marsh  
Until their civic pride is quite inflated.  
With paths, and parks, and playgrounds, they'll have plenty on their plates

—They'll make those Chinese communes seem like very leisure states.  
When will they spend the three bob each they'll save on Cotswold rates  
At keen Moreton-in-the-Marsh?  
'Roll up your sleeves, boys!'  
At keen Moreton-in-the-Marsh?

ICONOCLASTS



## Prize crossword for members

"Compile a crossword," we asked readers in October—and no fewer than 78 of them sent us the results of their efforts.

Leader of a remarkably good field was John Royle (Clacton and district). His prize puzzle is printed this month, and he receives £3 3s.

Twelve excellent runners-up are listed below. Their puzzles will be printed next year, and each will receive 25s. when his or her crossword is used.

The construction of the squares was generally good. Only four disregarded the condition that the pattern should be symmetrical. But a number of entries had to be faulted for too many unchecked letters, for mis-spelt words, and for phrases that were too obviously contrived.

NALGO-flavoured words were not uncommon: J. R. Finlayson

(West Cornwall) introduced three NALGO personalities and LOGOMIA into his puzzle—but was still not successful!

Clue-writing was of a lower standard. Some clues, though leading to the answer, were ridiculous in themselves. Among these were "Billy Bunter above an article to make a type of room"—ROTUNDA; and "Done on the head to a T to dwarf"—STUNT.

Other clues failed to define the required word as well as indicating its construction.

Good clues are not easy to compose, but study of good models would help entrants in future.

There were many excellent clues in the unsuccessful entries; but, all too often, they were oases in a desert of contrivance. The successful crosswords are those that display a high even standard of

clues with a well-balanced square.

The runners-up are:

Barry K. Allison (Worcestershire); Miss J. E. Baggott (Midlands electricity); Charles Bolden (Wear electricity); D. G. Brown (Birmingham); E. T. Caddy (Cwmbran Development Corporation); Alan Griffiths (Ossett); Jack Griffiths (Midlands electricity, Shropshire); Miss Beryl Krish (Southend-on-Sea); J. R. Martin (Southampton); A. Salmond (East Suffolk); Ronald J. Steel (Croydon); A. Wesson (Leicester, gas).

In the final "short list," and highly commended were:

L. Allen (Derbyshire); A. S. Green (London electricity board); J. E. Lemmon (West Ham); J. S. Lucking (Warwick); George M. Russell (East Lothian); L. Thurston (Chingford); G. S. Wright (High Wycombe).

### THE WINNING PUZZLE—compiled by JOHN ROYLE

Two prizes of one guinea each will go to the senders of the first two correct solutions opened. These must reach The Editor, "Public Service," 1 York Gate, Regents Park, N.W.1, not later than December 28.

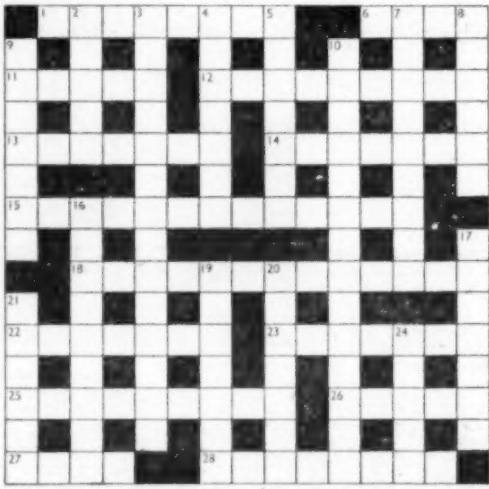
Write your name, address, and branch on the coupon in capitals and send it with your entry in a sealed envelope marked "Crossword No. 1" (3d. stamp). Members only should enter. Winners' names will be published next month.

#### ACROSS

1. A warm port inside helps in the creation of rhythms (8)
6. I take some of the biscuit and get the bird (4)
11. Cautionary colour (5)
12. Put an end to the miner upset in the gallery (9)
13. The backward sapper touches tar—no wonder he can't bowl properly! (7)
14. Descriptive of the marriage until pa was upset (7)
15. Let happier era produce a painter from a bygone age (13)
18. Perhaps it is saddened by the slow rate of scoring! (7, 6)
22. Singers whose number increases (7)
23. Slips away even when the first letter slips away (7)
25. Even the heroine may strike them on the stage (9)
26. I run back east to harden (5)
27. What disagreeable people become in the House (4)
28. Calm, broken by a small resulting in sweet music (8) advertisement.

#### DOWN

2. A little morning piece for the circuit (5)
3. Fox-hole hanger-on may now be seen moving in high places (5, 9)
4. Cloud and thunder and rain, really heavy, initially produce a nasal cold (7)
5. How queer it is for the holy man to wander! (7)
7. Wren's highest conception of excellence (4, 5)
8. There's hell inside the ship when they go off (6)



9. You can seize the smoker with this instrument (7)
10. Over this is making things too easy (14)
16. Where a net is made to envelop (9)
17. When dancing this, ladies may think of a little ladder! (3-4)
19. The interiors of coffins I desecrate (7)
20. Type of forecaster found in a rogue's service (7)
21. The backward arts join in for a stretch (6)
24. Measure the depth of noise (5)

Winners of Crossword No. 12 were: Mr. L. A. Budd, Aldershot electricity branch, and Mr. G. F. Rowe, Watford branch. The solution was: Across: 1. Buns, 3. Budgerigars, 9. Oust, 10. Disappoint, 12. Bounce, 13. Whist, 18. Nut, 19. Ragout, 20. Lima

22. Emus, 23. Raceme, 24. Rue, 26. Pedal, 27. Smyrna, 31. Enthusiast, 33. Pate, 34. Innkeepers, 35. Asks, Down: 1. Bookbinder, 2. Nasturtium, 4. Unit, 5. Goa, 6. Repast, 7. Grip, 8. Rota, 11. Scare, 14. Housed, 15. Iguana, 16. Librarians, 17. Ratepayers, 21. Seamy, 25. Peruse, 28. Peri, 29. Stun, 30. User, 31. Imp.

## CLASSIFIED ADVERTISEMENTS

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NEW CARAVANS (all makes): delivered anywhere. Good discounts and H.P.—66 Gloucester Road, Barnet.

### MISCELLANEOUS

A HAPPY CHRISTMAS and Prosperous New Year to all members, and may we remind you that the extra fireside chair, new divan or replacement carpet needed for Christmas may still be delivered in time if selected from our large stocks of GOOD QUALITY MAKES OF FURNITURE and CARPETS.—GRIFFITHS HACKNEY CABINET COMPANY LIMITED, 34 Great Eastern Street, London, E.C.2. SHoreditch 4431, 2 and 3.

### OFFICIAL & MUNICIPAL

#### NATIONAL HEALTH SERVICE TRAINING POSTS IN HOSPITAL ADMINISTRATION

The Minister of Health and the Secretary of State for Scotland invite applications for up to 16 training posts in hospital administration, tenable for a period of three years beginning in the autumn of 1960.

A short list of applicants will be interviewed by a Selection Committee, and those selected will be given practical experience of all branches of hospital administration, together with courses of instruction at the University of Manchester or at the Hospital Administrative Staff College of King Edward's Hospital Fund for London.

Applicants, who should normally be not more than 30 years of age on 1st September, 1960, must have discharged their obligations for National Service and should either:

- (i) have graduated (by September, 1960) from a British University, or
- (ii) have obtained (by September, 1960) a professional qualification acceptable to the Selection Committee, or
- (iii) have been employed in the hospital service for at least three years and have passed at least the intermediate examination for a professional qualification.

In exceptional circumstances consideration may be given to applications from persons without one of the above qualifications, or from those aged up to 35 years. Students due to take their final examinations in 1960 may apply. Successful candidates will receive a salary during the training period commencing at £575 p.a. (plus an addition in the London area) with yearly increments of £30. Those already in the hospital service will retain their present salary scales if advantageous. Training fees will be met.

Further information and application forms can be obtained from University Appointments Boards or by writing to the Secretary, Ministry of Health, 5, Whitehall, London, W.1, or to the Secretary, Department of Health for Scotland, St. Andrew's House, Edinburgh. Completed application forms should be sent to the appropriate Ministry not later than Saturday, 30 January, 1960.

RUSKIN COLLEGE invites applications for CHIEF CLERK, male or female, with knowledge of accounts, office routine, typing, commencing January, 1960, £600 p.a. to £750 p.a. superannuation.—Apply General Secretary, Ruskin College, Oxford, before 10 December.

### ADMINISTRATIVE EXAMINATIONS, 1960 Intermediate and Final

Intermediate and Final examinations will be held during the week beginning April 25, 1960.

Applications to sit, which must be made on the prescribed form obtainable from the address below, must be received by the Secretary not later than February 1, 1960. Late entries will not be accepted. Entry fees: Intermediate, four guineas; Final, five guineas (or three guineas each part).

Copies of Regulations and Syllabus may be obtained from the Secretary, price 9d. post free.

### LOCAL GOVERNMENT EXAMINATIONS BOARD 41 Belgrave Square London, S.W.1

"Public Service" is published monthly by the National and Local Government Officers' Association, 1 York Gate, Regents Park, London, N.W.1. Tel. Welbeck 4481. Advertisement managers, Reginald Harris Publications Ltd., 39 Hertford Street, Mayfair, London, W.1 (Grossvenor 3877).

## 50 years ago

From NALGO's journal, December, 1909

"Rifle shooting is an excellent recreation for officials engaged in the serious work of local government administration. It is one of the pursuits which necessarily commands, if done properly, the whole attention and judgment of the member, thus giving absolute mental relief from the hard work, and the strain of his departmental duties."

(Many of the early municipal officers' guilds had rifle clubs—formed in response to Earl Roberts' one-man campaign to warn the country against the "German menace." In some places, where opposition to the guild idea was strong, officers formed rifle clubs as under-cover organisations, gradually extending the clubs' activities till they were guilds in all but name.)

"Mr. A. H. Holmes, chief assistant in the architect's department of the Bucks county education committee, has had his salary increased from £120 to £130 per annum."

"A scheme is under consideration for a trip to London at Easter by Manchester municipal officers' guild... leaving Thursday evening and returning Monday evening. The cost will not be more than £3 each, including ticket, din-

ner in train, accommodation, drive round London, and visits to the Tower and Hampton Court...

"The censorship of the new Circulating Libraries Association is having its inevitable effect. I have had to read or get read some fifty novels this week—with the result that three of them have been 'censored.' After this exercise for my own library, I am thinking of offering my services to the new Association as detector of immoral fiction—an office that will evidently want filling."—Chief librarian.

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# Members' milestones

**L**ONGEST-SERVING member of the Newport (Mon.) branch, Mr. T. J. Read, has retired through ill-health.

An all-rounder in the branch—he has been a member of the executive committee for 30 years and has served on every sub-committee—Mr. Read has been in the local government service since 1923.

He was elected to the staff side of the Joint Consultative Committee in 1949, and was staff side chairman in 1952.

The branch's B. and O. Fund benefited by over £200 from his football sweeps.

Also recently retired are:

W. C. ("Bill") Coates, a member throughout his 40 years in the town clerk's department at Islington. Twice branch president and four times vice-president, Mr. Coates has been chairman and vice-chairman during his long service on the executive committee.

Henry L. Eastwood, after 42 years in the 300-year-old office of Sergeant-at-Mace at Hastings. Also Mayor's Sergeant, and town hall keeper, Mr. Eastwood has been a member for 22 years.

Miss Hilda Spenceley, after 43 years as a clerk in the distribution office at the Hartlepool unit of the Northern Gas Board and its predecessor, the Hartlepool Gas and Water Company. Miss Spenceley has been a member of the branch executive committee since its formation in 1946.

H. W. Smith, longest-serving official with West Bromwich corporation, where he has been housing manager since 1948.

Frank Crompton, Quarter Sessions clerk at Bedfordshire, after 47 years in the service and in NALGO. He was a founder member of the Bedfordshire branch.

## OBITUARIES

We record with regret the deaths of the following:

Mr. R. F. Shilling, at Poole, on October 25.

One of the founder members of the Hampshire county branch, Mr. Shilling was honorary treasurer from 1929 till he retired from the service in 1947.

Mr. G. V. Ireson, at Stafford, on November 9.

Mr. Ireson, who was 54, had been borough treasurer of Stafford for 14 years, and was a former president of the Stafford branch.

Mr. C. S. Sherrington, on November 2.

Aged 58, Mr. Sherrington was seven years branch secretary, and four years vice-president, of the St. Marylebone branch.

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## AT RANDOM

### High time

Said the branch secretary at a NALGO meeting: "We will now turn our thoughts to higher things—salaries."

### As others see us

"The mayor gave no other answer than that deep guttural grunt which is technically known in municipal interviews as refusing to commit oneself."—Stephen Leacock.

### Retired

An old maternity hospital near Gravesend has been converted into a public house named "The Stork at Rest." The sign depicts an exhausted stork relaxing in an armchair with a drink and a cigar.

### Memory man

"The chief has a terrible memory."  
"Forgets everything?"  
"No — remembers everything!"

### Hard times

"Inflation means being short of cash by the middle of the month instead of the end."

### Typists' Pool

"Oh, all right, I'll read it back this time—but in future do try to remember what you dictate."

### Incognito

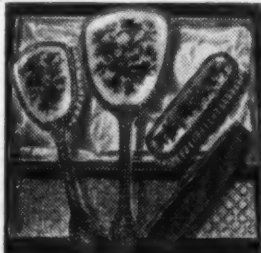
Placing her marked ballot paper in the box, one old lady whispered to the presiding officer: "I do hope you get in."

## COST OF LIVING

There was a slight rise in the cost of living figure between September and October. Calculated to one decimal, the index of October 13 was 109.2 (January, 1956=100), compared with 108.7 for September. On the old basis (June, 1947=100), the figure is now 168.

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# PAY AND CONDITIONS

## LOCAL GOVT.

**Registration Officers**  
(Recommended as from November 1, 1959—see page 2)

Superintendent Registrars	Present	Recommended
Group I: APT III	£80	£90
up to 38 hrs. a week	955	975
	990	1,050
	1,025	1,085
	1,065	1,125
Group II: APT III/IV	£80	£90
between 39 & 76 hrs. a week	915	975
	955	1,015
	990	1,050
	1,025	1,085
	1,065	1,125
	1,120	1,190
	1,170	1,240
	1,220	1,290
Group III: APT IV/V	£105	£135
more than 76 hrs. a week	1,120	1,190
	1,170	1,240
	1,220	1,290
	1,275	1,355
	1,325	1,405
	1,375	1,455

Additional Supt. Registrars (to be on grades appropriate to Supt. Registrar, excluding group III)	APT III	£80	£90
	915	975	
	955	1,015	
	990	1,050	
	1,025	1,085	
	1,065	1,125	
	1,120	1,190	
	1,170	1,240	
	1,220	1,290	
Deputy Supt. Registrars (where duties more responsible than those of Registrar of births, deaths, and marriages, subject to local authority's discretion, annual addition not more than 50s.)	APT II	£65	£85
	790	840	
	820	870	
	850	900	
	880	930	

N.B. revised arrangements provide additional shall be additional to special scale applicable to post.

Registers births & deaths	APT II	£65	£85
	790	840	
	820	870	
	850	900	
	880	930	

**Schools meals supervisors**  
(From November 1, 1959—see page 2)

Meals per day capacity	Qualified Staff	Unqualified Staff
500-750	Old (Misc. I+£30) (Misc. II)	New (Misc. I) (Misc. II—£30)
	455	485
	475	505
	495	525
751-1,500	(Misc. II+£30) (Misc. III)	(Misc. II) (Misc. III—£30)
	495	525
	515	545
	535	565
	555	585
1,501-2,000	(Misc. III+£30) (Misc. IV)	(Misc. III) (Misc. IV—£30)
	555	585
	575	605
	595	625
	615	645
	635	665
	655	685

**General Division valuation assistants in London**  
(From April 1, 1959—see page 2)

Age at date of appointment:		
Qualified officers	Unqualified officers	Scale
	15	210
	16	240
15	16	275
16	17	305
17	18	335
18	19	370
19	20	400
20	21	430
21	22	465 <sup>9</sup>
22		495
23		525
24		560
25		595†
		Educational b
		625
		655†
		670
		700



Dear Miss Elgie,

That string of Mr. Pitman's symbols adds up to the fact that the title of prettiest girl to join NALGO during October, and the two-guinea prize, were carried off by Miss Jean Elgie.

Jean is 19 and a member of Herne Bay branch. She is a shorthand-typist, so will have no difficulty in transcribing that headline...

Her two charming runners-up are Mrs. Hazel MacKenzie (23), a tracer, and member of Torbay and district electricity staff branch, and 16-year-old Pauline Henderson, a parks department junior clerk. She has recently brightened Huddersfield branch.

**Note for novices:** The hieroglyphics mean: "Congratulations! You are the prettiest girl..."

[The shorthand version was provided by Pitman's.]



Jean Elgie



Hazel MacKenzie



Pauline Henderson

## Ladies: play your part!

### SCOTTISH DISTRICT WOMEN'S CONFERENCE

**WOMEN** members of NALGO have played a very small part in its achievements. They have gained far more from the efforts of their men colleagues than vice versa.

One of the few women members of the National Executive Council said this at the Scottish district women's conference, held this year in Edinburgh on October 24.

She was Miss Florence Pole, East Midlands district, who has been on the Council since 1948.

Miss Pole, who appealed to women to take a bigger share in the Association's future, had recalled the pioneers of trade unionism, treated as criminals because they combined to relieve their industrial and economic sufferings.

Their struggles, she said, were too easily forgotten now that the unions were an accepted part of the industrial scene.

#### NALGO's growth

NALGO itself had grown out of the autonomous guilds of municipal officers. Its objective had been superannuation, and it had had to fight 17 years—from 1905 to 1922—for the first superannuation act.

Then there had been the development of the ancillaries, from the B. and O. Fund in 1910 to the Building Society in 1930, and the struggle for Whitley machinery, leading to the Scottish National Joint Industrial Council in 1937 and the English National Joint Council in 1944.

**The local government Charter had been NALGO's greatest triumph since superannuation.**

The other speaker, Miss I. V. McLelland, of Glasgow, also appealed to women to safeguard their own interests by playing a full part in public affairs. Speaking on service, she outlined women's contribution since the turn of the century.

Despite bad weather, the conference attracted more than a hundred women members—with district chairman Duncan Galbraith and PRO Jack Laurie the only men there.

### Potteries discussions with M.P.

Mr. Hugh Fraser, Conservative member of Parliament for Stafford and Stoke, is to discuss NALGO's non-recognition by the Potteries Motor Traction Company with the Association's President (Mr. N. W. Bingham), the general secretary (Mr. W. C. Anderson), and the national organising officer for transport staffs (Mr. J. Lancaster).

The meeting is on November 25 (after this journal goes to press).

The discussion is expected to give NALGO new force in its approaches to the P.M.T. management.

### GOLDEN JUBILEE AT GOSPORT

The Gosport branch turned out in force, and tucked in with an appetite, when it held a dinner last month to celebrate Mr. James Beeton's half-century in the local government service.

Borough treasurer of Gosport since 1930, Mr. Beeton has been asked by the council to remain in office year after year. Small wonder, then, that the branch president, Mr. L. C. Bastard, said that the town's excellent financial position was largely due to his work.

The dinner was held at Lee-on-Solent, and Mr. Beeton was presented with a tankard.

# Slum offices: new bid for legislation

EYEFUL!

**A RENEWED effort is to be made in Parliament to lay down minimum standards of office accommodation—and so give legislative power to a drive to clean up Britain's slum offices.**

This move to provide a white-collar version of the factory acts stems from a private member's bill to be presented shortly by Mr. Richard Marsh, M.P., who was elected by Greenwich at the general election.

The bill seeks to implement the recommendations of the Gowers Report—the result of a government inquiry some years ago, in which definite proposals were made for the space and facilities to be provided for office workers.

**NALGO is giving full support to the bill.**

To do so effectively, however, it needed facts. So it made a snap survey into sub-standard office accommodation in the public services, by asking every branch secretary to supply information to Headquarters about his premises.

#### NALGO makes news

National newspapers seized on the topic. The *News Chronicle* focused attention on the subject by publishing two feature articles, by giving front page prominence to NALGO's survey, and by printing letters sent in by NALGO members.

The *Daily Express*, too, published an exposé of the conditions under which many office staffs are obliged to work.

What are the facts in the public services?

Letters received at Headquarters show that improvements are long overdue in some council offices.

#### Unsuitable . . .

They tell of unsuitable premises, such as:

*A building in which most of the ground floor is let off as a dance hall and ice rink, so that the staff in offices there sometimes have the doubtful pleasure of "music while you work."*

*An old vicarage, taken over with the minimum of adaptation.*

*A block of disused and dilapidated boarding houses that is now a council office rabbit warren in which part of the ground floor is strutted because the joists are rotten, and the roof is similarly strutted because rafters are unsafe.*

*Antiquated Victorian town halls, hopelessly inadequate as modern administrative centres.*

#### Overcrowded . . .

They tell of overcrowding. And this applies not only to old buildings that have outlived their use, but also to modern offices in new towns, where the rapid pace of development has seen ever more staff squeezed into existing space.

"Whilst our offices are mainly modern," says a new town branch secretary, "a number are seriously overcrowded. In my section, filing cabinets have had to be put into corridors to make room for more staff."

#### Librarian's problem

A branch secretary who is also a librarian asks whether a library office will be regarded as an office within the generally accepted meaning of the word.

"I know of one library," he says, "that has no office accommodation—the staff have to work on tables in odd corners."

"Much of the work done in library offices is not clerical. There are book repairs, maintenance of works of art, preparation of book collections, and so on. In fact, they might well be termed 'work rooms'."

"I fear, therefore, that, unless library staffs are specifically mentioned as coming within the meaning of the proposed bill, we shall be left out in the cold."

Apart from discomfort, un-

suitable and inadequate buildings are also condemned by members on grounds of public health.

Their reports speak of having to wash cups in hand basins provided in lavatories; of primitive toilet facilities; of—in one case—a building "infested with pigeons, dry-rot, and mice."

#### Scathing

Efficiency suffers, too. Says one branch secretary in the north of England:

"A little time ago, we had an organisation and methods survey—and the consultants made scathing remarks about the conditions under which the staff work."

Lack of natural light is a common complaint.

The picture is not wholly black. Some members have written in praise of the facilities provided by their authorities, particularly in new buildings.

But the rest rooms, canteens, and other amenities they describe—apart from the ideal working conditions—are still the exception.

A midlands secretary sums up the position when he writes:

"It is to be hoped that M.P.s. of all parties will support the proposed bill, and so restore to the black-coated worker the feeling that he is regarded as a human being—not just a necessary evil."



"Panel, panel on the wall—which is the fairest department of all?" Well, who knows? But this bevy of girls from Swindon's central library staff will now know how other local government departments serve their readers. The panels, of course, form part of NALGO's "Local government is our business" exhibition, shown by Swindon branch for 11 days at the town's central library. Pointing out what's what to the girls is branch PRO, John Masters.

Picture by Wiltshire Newspapers Ltd., Swindon

## Latest Tillings talks iron out difficulties

**A NEW revision of the draft agreement on the procedure to be followed in settling future negotiations on wage levels for clerical and supervisory staffs in the Tillings groups of transport companies is expected shortly.**

Submitted by NALGO,

T.G.W.U., and N.U.R. in September, the first draft was amended by the employers to a degree unacceptable to the unions.

**But a good deal of agreement was reached at further discussions on November 18.**

The employers are now revising the draft, on the basis of those discussions—which substantially resolved the unions' difficulties.

Facts worth remembering about

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